



Health & Safety Requirements regarding Group Rule ENGIE RG02

Within the framework of its Health & Safety policy, ENGIE's wish is to **increase its Contractors' and subcontractors' safety level to at least the same level as its own**, especially by reducing severe and deadly accidents. This means "**No life at risk**" at ENGIE, for its own employees and external operators, through the following practices to be implemented by all:

Shared vigilance:

Shared vigilance is the fact to be vigilant about one's own safety and that of others. Any ENGIE, contractor or subcontractor employee must raise the alarm if they consider their safety in danger and must be able to react in case they consider another employee's safety isn't ensured.

HIPO:

A HIPO is a situation presenting a danger which could potentially lead to death or severe injury. Any person working at an ENGIE site must signal HIPOs to their manager.

Hold point:

"Your safety isn't guaranteed? Say STOP". It is each one's obligation for the safety of all: their own, their colleagues', as well as ENGIE's employees, contractors and subcontractors. In case of danger, any person working at an ENGIE site must alert their manager and not resume their task unless the safety conditions are re-established.

Rules that Save Lives:

If they are complied with, the Rules that Save Lives allow to avoid the majority of accidents. ENGIE and its contractors and subcontractors must make sure that their teams' working environments allow for compliance. The 9 basic rules to follow to save lives are:

- I attach my harness when I work at height.
- I do not pass under a suspended load. I do not remain under a suspended load.
- I do not stay in the way of moving equipment.
- Prior to any hot works, I make sure that there is no fire or explosion risk.
- Before starting work, I verify that there is no energy presence (mechanical, chemical, electrical, fluids under pressure, etc.).
- I do not handle my phone and other means of communication if I am driving.
- I descend into the trench if appropriate protection against burial is in place.
- Before entering a confined space, I make sure that the atmosphere is controlled and monitored during the entire job
- I do not drive while under the influence of alcohol or drugs.

The information regarding the "No Life at Risk" programme is available on the following link :

<https://library.engie.com/#v=5ad70f66d3ddec0bd015d9e8&lang=fr>

Storengy shares the same objectives and requirements by integrating the 9 Rules that Save Lives into its 12 Golden Rules of Safety:

- I wear my Personal Protective Equipment (PPE) permanently in the required areas.
- I adapt my posture to the task to be performed and select the right tool.
- I comply with the safety measures stated in the Safety Data Sheet (SDS) of the product used.

In consistency with the above-mentioned principles, contractors must implement the 10 following obligations:



1. The Contractor complies with and ensures compliance of his subcontractors with the health & safety requirements described in the Application Contract or Order. These requirements are specified for each service. They include the Client's health & safety framework, STORENGY's Golden Rules of Safety (STYINF-0025 in its most recent version), the roles and responsibilities of each stakeholder, the health & safety coordination provisions, and define the specific provisions regarding works and services, including specific systems provided for safety, organisation, competences, qualifications, equipment and documentation, as well as the "Permit for Work" system, if applicable.
2. Unless there is a written agreement with STORENGY, the Contractor accepts not subcontract beyond level 1, i.e. the Contractor will not authorise his own contractors to subcontract all or part of the services assigned to him as per the present Contract. Any recourse to rank 2 subcontracting regarding specialist operations shall be discussed on a case-by-case basis between the Contract Holder and the Client and requires the Client's explicit agreement.
The Contractor also guarantees that the maximum proportion of temporary workers involved in the fulfilment of the present Contract does not exceed 10% (ten per cent) of his overall staff.
Recourse to subcontractors is always subject to STORENGY's former approval. STORENGY must be informed prior to any mobilisation of temporary workers.
3. Especially regarding occupational safety training, the Contractor must communicate and explain STORENGY's Health & Safety Requirements and Golden Rules to his and his subcontractors' employees and temporary workers. Upon STORENGY's request, he shall provide proof of his compliance with this obligation.
Any failure of a Contractor or subcontractor employee to comply with STORENGY's Golden Rules of Safety may lead to exclusion of the personnel involved from the site.
4. All activities must be subject to a preliminary risk analysis.
 - To make sure that the safety conditions have been met, the Parties organise a preliminary visit, identify risks and define the minimum safety conditions. If STORENGY is not responsible for the location where the services are to be provided, STORENGY shall organise the visit with entity responsible for the location on a best effort basis.
 - Works and services may not start if the minimum safety conditions are not met.
5. STORENGY and the Contractor perform regular inspections which are scheduled or not (verification of certificates and the condition of material, construction vehicles, vehicles, protection equipment...) and controls (verification of compliance with the STORENGY Golden Rules of Safety and the safety instructions, the information provided, conformity of the works underway, etc.). The inspection and control results are documented and exchanged between STORENGY, the Contractor and his eventual subcontractors.
STORENGY directly or indirectly coordinates Health & Safety aspects. The Contractor participates in this coordination by actively contributing to discussions, communicating his risks and decisions taken to his employees and subcontractors.
For this purpose, each Party shall assign a Health & Safety representative:
 - For the Contractor: **announce representative to STORENGY at the conclusion of the contract**
 - For STORENGY: **the designated prevention officer for this project (*)**(*) person's name will be confirmed by STORENGY at the kick-off meeting (KOM) or at the moment of delivery of the Permit for Work (PW) at the site.
6. Any accident, significant incident or **HIPO** event must be communicated without delay to STORENGY by the Contractor. The Contractor must inform STORENGY about the analysis and suggest preventive and/or corrective measures.
If an order or the total amount of several orders for a defined perimeter exceeds € 25,000 excl. VAT, the Contractor shall also communicate the hours worked on a monthly basis (for his own personnel and his



subcontractors') in order to allow for calculation of the frequency rate¹ (Tf) regarding this order.

7. As mentioned before, in case of severe and imminent danger, any employee – STORENGY, Contractor or subcontractor – must stop work or instruct to do so if required by the situation, for their own safety and/or that of other people or goods (**Hold Point described above**). In such a case, STORENGY must be informed **immediately** about the situation.
8. If preliminary tests are required before (re)commissioning facilities/equipment, a specific risk analysis shall be performed jointly to define the respective roles. Safety documentation shall be updated, and adequate training provided to the personnel operating the facility before commissioning.
A final inspection of all the works will be carried out.
9. Unless an exemption has been granted, the Contractor's Health & Safety performance will be evaluated each month under the following criteria:
 - Compliance with Health & Safety requirements, especially the Golden Rules,
 - Level of transparency, especially regarding dangerous situations,
 - Contractor's involvement and leadership based on expertise (visits, inspections and controls, good practice and suggestions for improvement, etc.).The result of such evaluations will be communicated to the Contractor by STORENGY.
10. In case the Contractor fails to comply with all or part of the Health & Safety requirements, a sanction which is adapted to the context and proportionate to the deviations detected will be applied.
Three penalty systems are provided:
In the following situations, a **€ 5,000 (five thousand euros) failure fine** will be applied immediately:
 - Failure to comply with the STORENGY Golden Rules of Safety.
 - Failure to inform STORENGY about any accident, significant incident or HIPO event.

In case of a failure leading to operation standstill, the Contractor shall pay a compensation covering the failure's consequences, including the costs incurred to restore the Health & Safety conditions required by STORENGY (work/worksites stoppage, demobilisation of staff).

Eventually, in the event of repeated infringements, STORENGY may arrange surveillance of the Contractor's qualification (i.e. qualification maintained but under the condition to implement an action plan) or exclude the Contractor temporarily from the following consultations.

¹ Frequency rate is calculated according to the following formula: $Tf = (\text{number of workplace accidents with lost time} + \text{number of fatal workplace accidents}) \times 1000000 / \text{number of hours worked}$