



# Global Prevention Plan 2020 - 2025

One plan, one way  
towards 0 accidents



we choose to care





## The challenge of our risk-prevention policy:

### United for well-being at work and attaining zero accident

“ Here at ENGIE Electrabel, we believe that the safety of our staff is a fundamental value that is inextricably linked to our company’s mission: that of supplying energy and providing services in a responsible and sustainable way. We promote a culture of safety for our employees, our subcontractors and our partners. We make sure that this responsibility is enforced regardless of where our activities take place: an industrial premises, an administrative site or during traveling. In order to manage risks, we use a management system that allows dangers to be identified, preventive measures to be established and that stimulates continuous improvement.

We believe that employees who are in the best possible health are more committed, happier and more productive. We encourage them to identify risks to their health and we put measures and support systems at their disposal

aimed at promoting a healthy lifestyle. We provide support for their physical and emotional well-being. We encourage them to lead healthy, fulfilling and productive lives.

Moreover, the world and our business are both changing. ENGIE Electrabel is keen to be a key player in energy transition and our jobs are evolving in response to this. This transition is full of opportunities, but it also requires us to profoundly evaluate the impact that this change might have in terms of Health & Safety.

The various ENGIE Electrabel entities are applying guidelines and procedures aimed at creating a safe working environment that complies with the laws and regulations. Every employee of the company is also responsible, at his or her own level, for applying safety measures.

This Global Prevention Plan 2020-2025 is part of this approach. It is the fruit of a consultation among the various parties concerned and it puts into action our company strategy in the area of well-being at work over the next five years. It will shortly be rolled out in the action plans of the various entities.

This approach and its goals are also in line with the ENGIE Group’s Health & Safety policy and they contribute to our performance.

Health & Safety is part of our DNA. It is the role of all of us, whether manager or employee, to make this visible, both in the care with which we run our facilities and in our professionalism in our dealings with our clients. We have all the necessary tools at our disposal for making this happen. Managers can motivate their staff by their frequent presence in the field and by paying attention to them. The gap is still too large when it comes to the rules. Take the time to make your teams aware of safety matters. Ask them whether they know what they have to do and how to work safely.

I am counting on each and every one of you and I would like to assure you of the commitment of the entire management.

”

**Philippe Van Troeye**  
CEO

# Global Prevention Plan

2020 – 2025

The Global Prevention Plan 2020-2025 has been drawn up from an appraisal of and information gathered from the previous Plan. It has been prepared in consultation with all of the various parties involved in well-being at work within our company. It comes within the scope of a renewal of the preceding Plans and is structured around 4 areas and 8 action themes:



Within the context of energy transition that is prompting our activities to evolve, this Global Prevention Plan 2020-2025 places particular emphasis on controlling the risks that have arisen as a result of the changes to our jobs and our processes. It is also directed at strengthening our safety culture.

The implementation of this Global Plan is taking place based on a structured approach that considers the translation of these objectives into specific actions carried out through annual action plans among the company's different technical business units.



## Our people

Our staff and our safety culture are at the heart of a sustainable improvement of our safety level. In this first area, we wish to reinforce this aspect.

### 1 Leadership & safety culture

- To develop initiatives to increase the involvement of the line management in dynamic risk management.
- To reinforce safety coaching in the field by a line management that has a good understanding of the job.
- To strengthen the commitment of our contractors with respect to Health & Safety and to strive towards an increase in their maturity.

### 2 Trainings & skills

- To pursue training plans and the associated retraining closely.
- To improve technical skills and knowledge of installations, including Health & Safety advisors.
- To remind staff of best practices with regards to ergonomics for all roles.
- To anticipate and put in place knowledge transfer between generations or when staff change posts.



## Our processes

The Health & Safety policy must be closely linked to the management system. In the field, a good management of Health & Safety risks calls for a strict respect for the procedures, a good work organization and mastering the coordination between the various parties involved.

### 3 Procedures and instructions

- To ensure that procedures and instructions are available in employees' own language.
- To apply our procedures rigorously and to understand them (a.o. ENGIE's Life-saving Rules, Last Minute Risk Analysis, ...).
- To update the Permit to Work procedure and its associated instructions.
- To make our Health & Safety procedures more efficient.
- To prepare works rigorously, allocating them the necessary resources for preventing risks, in particular those relating to coactivity.
- To apply the 3 Green Lights procedure systematically.
- To increase monitoring of sub-contracted works, including on open sites (wind turbines, client sites, ...) and in new activities.
- To assess the opportunities offered by the new technologies (drones, digitalization,...) to decrease risks.



### 4 Experience return

- To ensure that feedback is systematically incorporated into our work practices.
- To improve the follow-up of assessments of the services provided by our contractors and to incorporate the consequences of these when awarding new contracts.
- To better share the causes of events with High Potential of severity (HIPO).
- To increase sharing of experience and best practices, including with other entities of the Group.



## Our working environment

A safe and healthy working environment should allow our staff to give their best when doing their jobs. ENGIE Electrabel's Global Prevention Plan aims to consolidate this.

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### Risk analysis

- To integrate safety aspects systematically into the development of projects and of new businesses.
- To improve the effectiveness of the Last Minute Risk Analysis.
- To ensure that our contractors have appropriate risk analysis.
- To manage the risks arising from the language skills of staff at our contractor firms.
- To analyse the risks connected to the new modes of transport (a.o. electric vehicles).



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### Safe and healthy workplace

- To carry out the risk analysis and draw up the action plan required by the regulations concerning air quality et workplaces.
- To pursue the initiatives undertaken in terms of the prevention of stress and burn-out (a.o. annual review of risk analysis, assessment of preventive measures, role of persons of confidence).
- To carry out a new Well-being survey in order to evaluate how things have changed since the previous survey. In the meantime, monitoring will be based on supplementary information sources (a.o. The ENGIE & Me survey).
- To fully use the tools enabling staff to achieve a good work/life balance (a.o. the Employee Assistance Program (EAP), dialogue regarding disconnecting, ...).
- To move towards specific preventive measures in line with career adaptation with a view to their extension and in terms of employability in a general sense.
- To continue to develop awareness and preventive measures in order to reduce risks arising from displacements on and between sites.
- To develop initiatives for promoting a healthy lifestyle and physical activity.
- To develop, in collaboration with Occupational Health, monitoring with regards to emerging risks and long-term risks in terms of health at work.



## Our prestations

The Global Plan 2020-2025 also aims to improve the performance of the Health & Safety process.

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### Crisis management

- To reinforce the exercises preparing for emergency situations, with particular focus on the interfaces between organizations and a fluent mobilization.



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### Continuous improvement

- To improve interactions with the external service for prevention and protection at work and Human Resources in order to improve the quality of the services provided.
- To follow up and adjust the policy in terms of reintegration.
- To develop proactive performance indicators.
- To make the objectives and indicators more easily understood by all staff.
- To assess the possibilities of greater digitalization of the Health & Safety process.
- To improve the accessibility of documents related to well-being at work.
- To develop positive communication around safety and synergies with regards to internal communication.
- To remind employees periodically of the key processes and contact persons in the area of risk prevention (a.o. EAP, support personnel, work permits, etc.).

Energy is our future. Let's save it!



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