

Occupational Health & Safety and Industrial Risks Policy

Our most important assets are the people who make up our Group. Their health, safety and wellbeing at work are crucial part of Agbar's core values.

Our collective goal is to achieve “**Zero Accidents**”. No one should ever get hurt while performing their job at Agbar, but sadly this is not yet a reality. To prevent the most serious and fatal accidents, everyone must adhere to our **12 Life-Saving Rules**, worldwide. Our risk-prevention culture relies on a caring, and fair behavioural approach, in line with “Veolia Cares”.

Our five prevention approach pillars are:

- **Involve the entire managerial line**, down to field managers. All must be exemplary and create conditions that encourage safe behaviours by establishing a fair culture. A culture driven by a positive approach, promoting spontaneous reporting of near misses incidents, based on trust, and a fair and adequate response to rule violations. The aim is to ensure everyone's safety.
- **Control health & safety and industrial risks, whether existing or emerging, protecting our facilities and those of our clients**, the Organization is committed to the elimination of hazards and the reduction of risks for Occupational Health and Safety and industrial risks. While applying the commitment to comply with the legislation, local regulations and other requirements, we ensure preventive maintenance and periodic inspection of our equipment, we use and share our 12 Life-Saving Rules, our standards, lessons learned, our emergency management processes, innovation, and set up selection criteria for the markets we respond to. The identification and treatment of anomalies or degraded modes, HiPo (dangerous situations or near misses that could have been fatal or cause a serious injury) and the obligation for everyone to stop the job, if a situation is unsafe, thanks to shared vigilance, are also at the heart of our active approach.
- **Communicate and dialogue, with everyone**, particularly with social partners, committing to the consultation and participation of staff and their representatives. Strengthening everyone's adherence and participation in improving our health and safety culture and industrial risks, thanks to feedback from our people, share, copy and adapt good practices, and actively listen to employees and external stakeholders, including our subcontractors and agency workers.
- **Train and involve all employees**, with particular attention to our new starters. Working together to establish and adjust prevention measures, by deploying a comprehensive training program that follows the employee, from induction throughout their journey at Agbar.
- **Monitor and control performance in occupational health and safety and industrial risks**. Adopting a structured multi-level approach, from strategic to operational, involving all our people. Defining objectives and key indicators, performance contracts, managerial safety visits, site and contract audits, and being curious, sharing feedback and innovations for continuous improvement of our health and safety, which supports our operational performance while keeping our people safe.

Our prevention policy is non-negotiable and central to the success of GreenUp.

I will personally ensure, along with all the other members of Agbar's Executive Committee, that all elements of this approach are communicated, implemented and applied. We are aware of our duty to set an example. I count on everyone's involvement to respect this commitment and achieve the goals our Group has set.

Your safety is our absolute priority and should not be compromised. Please, stay vigilant, do not take risks, watch out for others and yourselves.

Chief Executive Officer
AGBAR