

Occupational Health & Safety Policy

The prevention of occupational risks, health and safety at work, and more broadly wellbeing at work, are part of Agbar's fundamental values.

Our primary wealth and our primary asset are the men and women who make up our Group. Taking care of our employees, sustainably preserving the health and safety of each of them, while protecting our customers and contractors, as well as the communities we serve, is our top priority: it applies to everyone, without exception.

Our goal is to carry out our activities while safeguarding the health and safety of employees and those of stakeholders. To do this, we have based our policy on the guiding principles of the International Labour Organisation and on the strong involvement of the social partners.

Aware of its responsibility towards its employees and partners, Agbar embeds its commitment to health and safety in each of its actions, developing a culture of prevention at all levels. A benchmark company in this field, the Group has made "zero accidents: a choice" a concrete objective as well as a real performance driver.

The variety of business sectors, geographic areas and work environments in which Agbar operates requires constant vigilance. Risk management and full compliance with rules and standards are at the heart of its approach.

Agbar managers are key players in the Group's occupational health and safety policy; setting an example, listening and constant attention to this subject are signs of their commitment. They must instil and disseminate among their teams and all stakeholders these behaviours which are essential to strengthening the occupational health and safety culture.

All employees, including temporary workers, whether on our Group's sites or travelling, are ambassadors for the company and its social and societal value to our customers and other stakeholders. All employees are involved in occupational health and safety.

5 pillars structure the continuous improvement process of the Group's health and safety prevention culture:

- Involve the entire managerial line;
- Control health and safety risks;
- Communicate and dialogue;
- Train and involve all employees;
- Monitor and control health and safety prevention performance.

In constant progress for several years, our safety results demonstrate that our Group is firmly and durably committed to this approach of risk prevention and improvement of occupational health and safety.

The integration in Veolia gives us the opportunity to cross and enrich our knowledge and know-how, in order to further improve our health and safety systems and skills.

In order to go further and achieve excellence, we need to step up our efforts in the following areas:

- Develop research and innovation in occupational health and safety and in wellbeing at work: whether they come from everyone's experience, from sharing within each profession or from customer expectations, they strengthen Agbar's growth and attractiveness.
- Maintain and expand the skills of managers and employees health and safety functions.
- Ensure the implementation of the occupational health and safety management framework, in order to strengthen the sharing of a common prevention approach.
- Apply the requirements of the high-risk management standards and the Life-Saving Rules, which supplement compliance with legislation and with local regulations, as well as the specific demands and commitments defined by the Organization and which also apply to Agbar subcontractors.
- Communicate regularly with employees and subcontractors on health and safety topics, and structure an approach to improve collective and individual wellbeing, while creating the conditions for everyone to be a player in progress, committing to the consultation and participation of the staff and their representatives.
- Identify, analyse and share best practices as well as unsafe acts and unsafe conditions, to deal with them before the accident occurs, with particular emphasis on events that could have increased the possibility of serious injuries. The Organization is committed to the elimination of hazards and the reduction of risks for Occupational Health and Safety.
- Continue to carry out regular safety visits and audits to help each operational unit identify its strengths and areas for improvement.
- Measure the progress of the health and safety culture and strengthen support for sites in difficulty.

This prevention policy, as well as the systems to guarantee the integrity of our employees, must be implemented, regardless of changes in organisations and the plans and initiatives developed at any time. No compromise will be accepted in this matter: our ethics, our moral and managerial responsibility, as well as Agbar's overall performance are at stake.

With all the members of Agbar's Executive Committee, we are committed to being exemplary and to ensuring that this entire approach is scrupulously communicated, implemented and applied.

I will personally monitor its progress, through the regular analysis of our performance indicators, through visits to operational units or through internal audits.

I am counting on the involvement of everyone to respect the commitments that our Group has made in terms of the prevention of occupational risks, health and safety and wellbeing at work, and to achieve the objectives that it has set itself.

Chief Executive Officer
AGBAR