

Policy on occupational safety in the EVN Group

1 Purpose

We take our responsibility for the safety of our employees very seriously. This policy is intended to serve as a guideline for our efforts to identify, assess and manage the material impacts, risks and opportunities related to worker protection and fire protection. It defines the principles and processes that are used to monitor and control workplace conditions and work processes which, in turn, form the basis for reducing potential hazards to employees. Our goal is to not only fulfil but – wherever possible – to exceed legal requirements. This policy underscores our commitment to continuously improve worker protection and fire protection through constant innovation and, in doing so, make a positive contribution to a safer working environment.

2 Scope of application

This policy defines the material guidelines relating to worker protection and fire protection in the EVN Group and applies throughout the entire group. We also expect our business partners, suppliers and customers to respect and support these requirements and our efforts to reduce potential hazards. We cooperate, wherever possible, to minimise hazards for our employees and other persons.

These principles of conduct and action lines concentrate on the focus topics identified during the annual update of the materiality analysis.

3 Principles of conduct

The implementation of our measures for worker protection and fire protection is based on the following principles of conduct and action lines that apply to all our business activities:

- Responsibility: Each employee is responsible for minimising the hazards connected with his or her activities. This includes compliance with all relevant regulations, procedures and policies.
- Continuous improvement: We are working to continuously improve our practices and find innovative solutions to further reduce hazards and work-related accidents.
- Application of the mitigation hierarchy principle: We are working to prevent or reduce work-related accidents as best as possible.
- Continuous monitoring: We carry out regular on-site inspections and evaluations in accordance with technical and legal requirements.
- Compliance: We are committed to compliance with all relevant worker protection and fire protection regulations and standards. Wherever possible, we work to exceed mandatory requirements.
- Internal policies: We are committed to compliance with internal policies and processes to minimise hazards that represent a risk for employees and society.

4 Priority action lines

Worker protection and fire protection play an important role in the EVN Group, and we have therefore defined the following priority action lines:

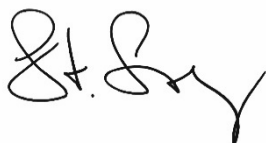
- Reduction of hazards: Our actions are directed to creating a safer working environment for our employees.
- Regular survey of impacts, risks and opportunities: We identify, quantify and assess the impacts, risks and opportunities of our activities and locations on our employees and society.
- Transparent reporting: We report transparently on accidents and fires at EVN and provide information on our measures and success as regards safety and fire protection.
- Open communications: We promote a culture of open communications and encourage all employees to submit suggestions for the improvement of worker protection and fire protection and to express any possible concerns.
- Awareness creation: We support the creation of a greater awareness among our employees for worker protection and fire protection and organise regular training for our specialists.

→ Inclusive stakeholder management: We work together with our stakeholders and incorporate their needs in line with legal requirements.

5 Responsibility

The Executive Board of the EVN Group represents the highest level of the company's organisation that is responsible for the implementation of this policy.

The Executive Board of EVN AG



Stefan Szyszkowitz
Sprecher des Vorstands



Alexandra Wittmann
Mitglied des Vorstands



Stefan Stallinger
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