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# CHANGING TOMORROW NOW

OCCUPATIONAL HEALTH AND SAFETY 2020



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## This Report

EDP - Energias de Portugal, S.A. (hereinafter referred to as EDP), with head office in Lisbon, at No. 12 Avenida 24 de Julho and with its securities listed on the Euronext Lisbon stock exchange, was a result of the transformation of Electricidade de Portugal, E.P., formed in 1976 following the nationalization and consequent merger of the main companies in the electricity sector in Mainland Portugal. In 1994, as defined by Decree-Laws 7/91 and 131/94, the EDP Group (hereinafter referred to as the EDP Group or Group) was created after the spin-off of EDP, which resulted in a group of subsidiary companies 100% held directly or indirectly by EDP itself.

The EDP Group's activities are currently focused, on the one hand, on the areas of generation, transmission, distribution and sale of electricity and, in addition, the area of the sale of natural gas. In addition, the EDP Group is dedicated to activities in the areas of engineering, laboratory tests, professional training, provision of energy services and management of its real estate assets.

The EDP Group operates in the energy sector, mainly in the European and American markets.

The Prevention and Safety report presents an overview of the most important activities undertaken by the EDP Group and the main indicators in 2020 in Occupational Health and Safety matters.

This report complements the information of the main consolidated indicators in the EDP Report and Accounts 2020 and in the EDP Sustainability Report 2020 according to the standards contained in the Global Reporting Initiative (GRI - Standard) – [EU 17, EU 18, EU 25, GRI 403-1 a 403-10].

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**Changing tomorrow now.**

THE  
ROY



# CHANGING TOMORROW NOW

At EDP, we are in the business of innovating. Our 4 decade long track record has turned us into better energy providers and pioneers of the green evolution. Change has been our driver as we deliver an agile network with more efficient, smart and sustainable solutions. As leaders in the energy transition, we see investment in renewables as an active way to engage with future generations, promoting decarbonisation in energy production and consumption. We are playing our part for a more balanced and sustainable world, one that is inclusive, diverse and humane.

**We're changing tomorrow now.**

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# SAFETY IN NUMBERS

## GROUP



### EMPLOYEES AND SERVICE PROVIDERS

Accidents	132	Near-misses reported	375
Fr	1.74	Volume of OH&S training	792,330 h
Sr	89	ISO certification 45001 (Installed capacity)	95%
Fatal Accidents	3	ISO certification 45001 (Employees covered)	84%

## PORTUGAL



### EMPLOYEES

Accidents	13
Fr	1.28
Sr	103
Fatal Accidents	0
Volume of OH&S training	10,810 h
ISO certification 45001 (Employees covered)	10%

### SERVICE PROVIDERS

Accidents	43
Fr	2,94
Sr	230
Fatal Accidents	1
Volume of OH&S training	812 h

## SPAIN



### EMPLOYEES

Accidents	2
Fr	0.65
Sr	66
Fatal Accidents	0
Volume of OH&S training	5,253 h
ISO certification 45001 (Employees covered)	10%

### SERVICE PROVIDERS

Accidents	17
Fr	3.11
Sr	178
Fatal Accidents	0
Volume of OH&S training	0 h

## SOUTH AMERICA



### EMPLOYEES

Accidents	1
Fr	0.14
Sr	0
Fatal Accidents	0
Volume of OH&S training	25,896 h
ISO certification 45001 (Employees covered)	48%

### SERVICE PROVIDERS

Accidents	46
Fr	1.64
Sr	26
Fatal Accidents	2
Volume of OH&S training	740,173 h

## NORTH AMERICA



### EMPLOYEES

Accidents	1
Fr	0.67
Sr	0
Fatal Accidents	0
Volume of OH&S training	879 h
ISO certification 45001 (Employees covered)	54%

### SERVICE PROVIDERS

Accidents	7
Fr	1.36
Sr	58
Fatal Accidents	0
Volume of OH&S training	0 h

## REST OF THE WORLD



### EMPLOYEES

Accidents	0
Fr	0.00
Sr	0
Fatal Accidents	0
Volume of OH&S training	8,499 h
ISO certification 45001 (Employees covered)	95%

### SERVICE PROVIDERS

Accidents	2
Fr	2.41
Sr	133
Fatal Accidents	0
Volume of OH&S training	7 h

# ORDER FROM DISRUPTION TO EVOLUTION

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tomorrow now.**

## Occupational health and safety policy



**This Occupational Health and Safety Policy and the approved principles apply to all EDP Group Companies.**

The Health and Safety of all those who contribute to the development of the activities of the companies which are part of the EDP Group, workers, suppliers, Contractors, customers and other stakeholders is deemed a key value and a priority for the success of EDP as a business Group. The consolidation of a positive safety culture is only possible with the participation and involvement of everyone in a participatory and collaborative attitude towards safety at work.

People are at the centre of the EDP Group's strategic agenda, which assumes the responsibility of ensuring the necessary conditions for its adaptation to the new demands of work motivated by the evolution of the business and the digitization of processes, particularly in matters related to Occupational Health and Safety.

EDP makes a commitment based on the principles for sustainable development and, through applying the highest ethical standards, exceptional performance levels will be achieved making the EDP Group an increasingly better place to work.

In 2019, the EDP Group's Occupational Health and Safety Policy was revised, given the existence of the new reference standard "ISO 45001:2018 - Occupational Health and Safety Management Systems". The Policy was adjusted to the requirements of the new framework, in the following aspects: (i) inclusion of a commitment to worker participation and consultation; (ii) adaptation of the concepts of worker and stakeholders; (iii) clarification of the scope of the commercialization business; (iv) inclusion of sustainability and business ethics commitments.

### The EDP Commitment

The corporate management of the EDP Group is determined to constantly strengthen the culture of Occupational Health and Safety, by developing awareness, deepening willingness and making available the resources required for:

- Ensuring a safe and healthy work environment guaranteed to prevent adverse health effects;
- Ensuring compliance with legislation and other requirements voluntarily undertaken by the EDP Group;
- Promoting the training and informing of employees regarding activity-related risks, raising their awareness of compliance with safety standards and procedures;
- Protecting facilities and equipment by adopting the best techniques, combined with monitoring and updating operating procedures in order to eliminate or minimize risks to employees, Contractors and stakeholders who might come into contact with the EDP Group's infrastructures.
- Ensuring the participation and consultation of workers and their representatives in planning, implementing and evaluating the performance of Occupational Health and Safety management.

The efficacy of the safety policy and the ongoing improvement of the EDP Group in the area of Occupational Health and Safety must be achieved with the involvement of all management levels and the support and contribution of all employees, Contractors, suppliers and the other stakeholders. To this end, the EDP Group requires everyone to adopt practices in line with the principles of this policy.

## Guidelines for occupational health and safety practice within the EDP Group

1. Safety - understood as Occupational Health and Safety - is an integral part of the activity of the EDP Group companies and is present in every decision: in planning, construction, operation and maintenance, in staff management, procurement, commercial activities, customer relations, supplier relations and with the general public.
2. Safety is an attitude and a will - inherent in everyone's activity - which is expressed at all times in the respect for and compliance with the legal requirements, standards, rules and procedures applicable, and in the initiative and contribution to its improvement.
3. Safety is an inherent component of line management, with line managers being responsible for enforcing regulations, undertaking a visible, permanent personal commitment, promoting training and information provision for their employees and controlling the environment in which work takes place.
4. At all times and under any circumstances, each Company undertakes its activities aiming at "zero accidents" through the continuous improvement of safety management and performance, defining concrete goals for progress.
5. Safety at work should be achieved through the systematic analysis of risks, involving the workers and their representatives, as well as Contractors, as applicable, so as to identify and deal with all situations with potential risk, during the preparation of the work, in order to converge to an acceptable level of risk. If safety conditions for the carrying out of a job are not sufficient, it must not be started or, if it is already in progress, it must be stopped.
6. The investigation and analysis of incidents – accidents and near-accidents – will be carried out systematically and conclusions will be drawn to prevent their repetition, an essential condition for the ongoing improvement of the prevention of occupational accidents and adverse health effects.
7. No action shall be taken against any employee who expresses concern about an Occupational Health and Safety matter or is involved in a near-accident, unless s/he has consciously and intentionally carried out an illegal action or willfully disregarded a safety rule or procedure.
8. Safety procedures must be kept up to date at all times in accordance with existing risks and the applicable local regulations.



**No situation or urgency of service can justify endangering someone's life!**

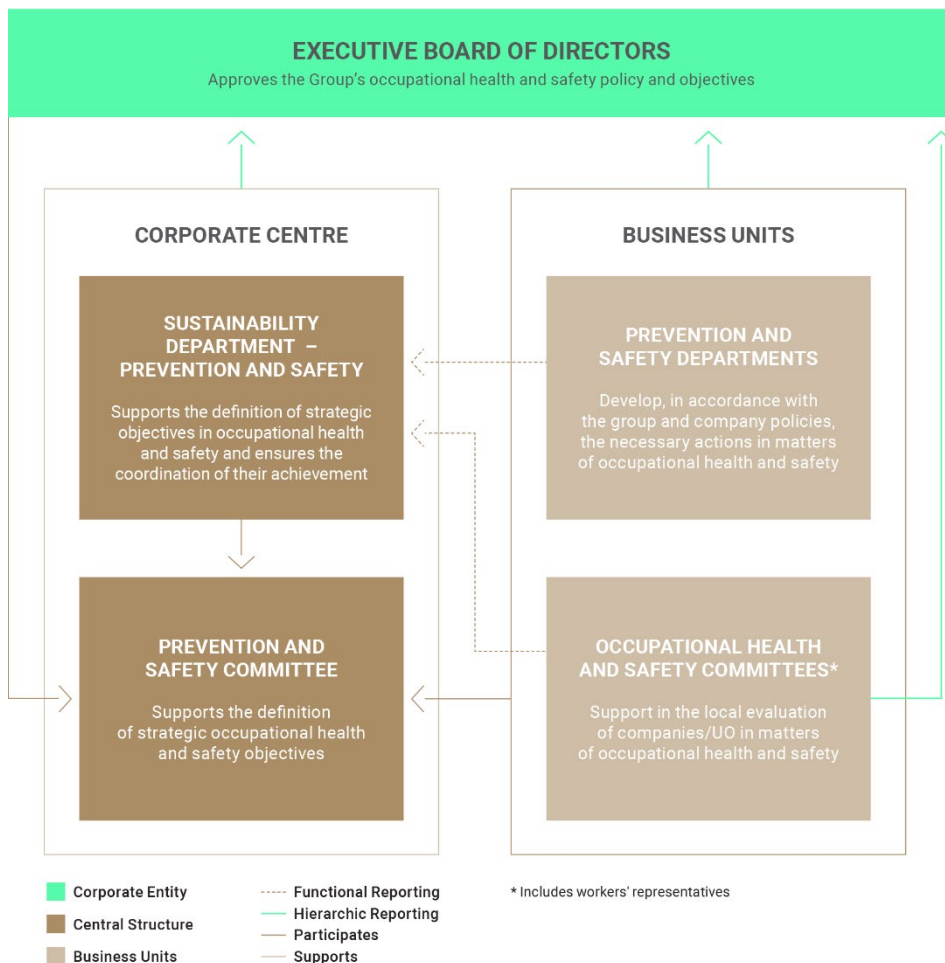
## Organization of occupational health and safety in the EDP Group

**The ongoing improvement of the EDP Group's performance in occupational health and safety must be achieved with the involvement of all management levels and the support and contribution of all.**

The Occupational Health and Safety Policy within the EDP Group demonstrates its commitment to a model of Occupational Health and Safety Management based on ongoing improvement and the conviction that working in a safe, healthy environment is instrumental for employee satisfaction and provides added value for successful results. The continuous improvement of the EDP Group's performance in the area of occupational health and safety must be achieved with the involvement of all management levels and the support and contribution of all.

The responsibility for the prevention and control of labour risks lies with the top managers of the business management units and is part of the hierarchical chain.

Strategic coordination actions are managed within a corporate structure (Sustainability Department – Prevention and Safety area) which supports the Executive Board of Directors and the Prevention and Safety Committee in the definition of strategic objectives and evaluation of results. In turn, the accident prevention and safety services in every Company/Organisational Unit (OU) adopt the initiatives proposed and agreed locally.



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# 01

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## OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT SYSTEM

### [GRI 403-1; 403-8]

In the EDP Group, Occupational Health and Safety are imperative conditions for the normal development of business activities.

The management of the Occupational Health and Safety of the EDP Group subscribes to the model and principles recommended in the OHSAS 18001: 2007 specification, and the recommendations of the International Labour Organization, expressed in the ILO-OSH 2001 document and in convention no. 155 related to OHS, reinforcing the principle that Occupational Health and Safety issues are managed according to common, cross-cutting criteria within the EDP Group companies. The Corporate Safety Management System (CSMS) is certified by LRQA.

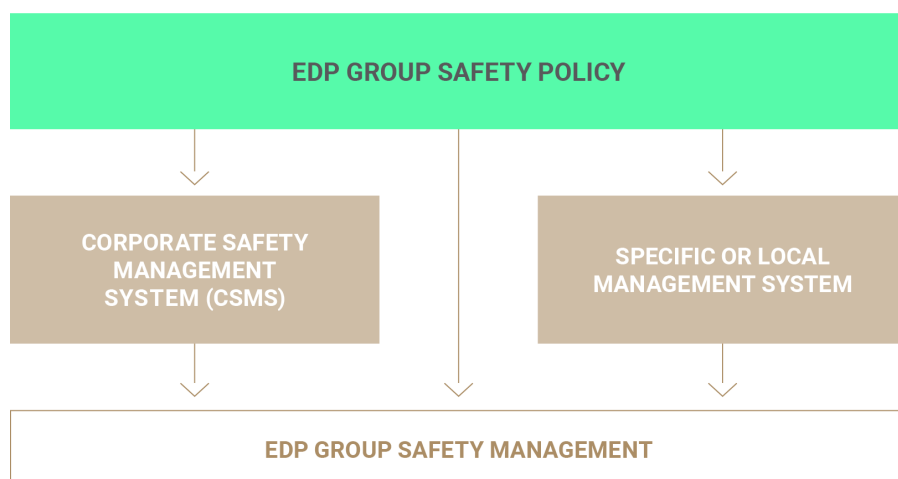
The CSMS reflects the EDP Group's Occupational Health and Safety Policy and defines a set of procedures and actions so as crosscutting to:

- Promote the integration of the management of prevention and safety in organisational management;
- Develop a culture of prevention and safety, contributing to the protection of workers against health hazards and diseases;
- Contribute to the sustainable development of the EDP Group companies, reducing losses due to occupational accidents and diseases;

- Disclose to all interested parties the responsible management of the EDP Group regarding Occupational Health and Safety, with this being one of the essential aspects of sustainable development.

The CSMS is accessible and is applicable to the EDP Group companies in Portugal and is applicable to the other geographical areas according to their specificities and legal requirements and local regulations. Companies can choose to adopt the CSMS, or take it as a reference to develop their own specific safety management system, taking into account their activity. In this case, consistency must be ensured between the CSMS's guiding procedures and the procedures adopted within the scope of the Companies' own management systems.

The links between the CSMS and the health and safety management in companies can be illustrated as follows:



Currently in Portugal there are five safety management systems which take the Corporate Safety Management System as a reference.

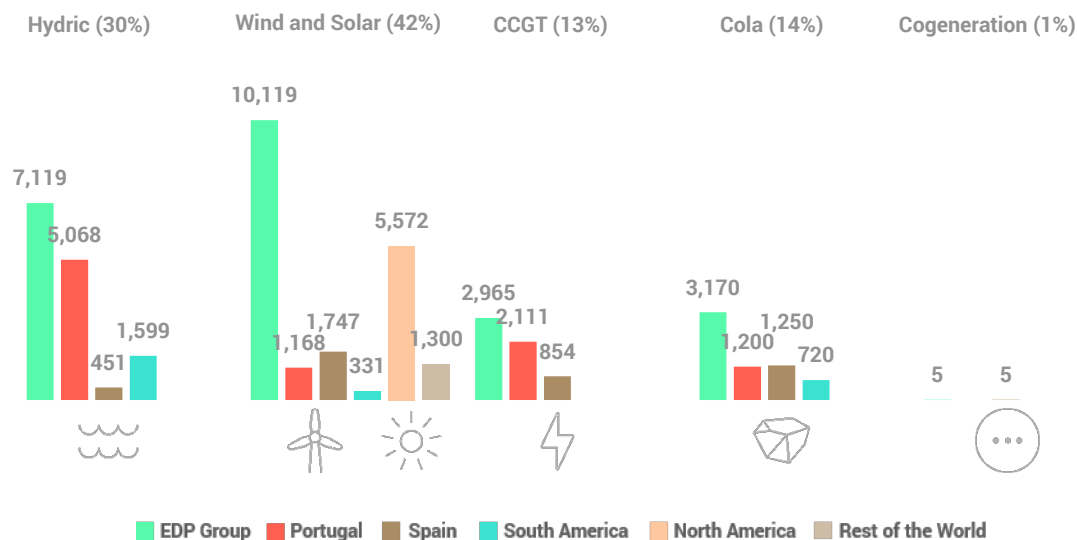
## 1.1. Safety certifications

In 2020, the EDP Group had a total of 9,973 employees covered by OHSAS 18001:2007 and ISO 45001:2018 certifications, a year-on-year increase of 54%, distributed as shown in the table below:

GEOGRAPHY	(#) EMPLOYEES COVERED	(%) EMPLOYEES COVERED
Portugal	5,996	100
Spain	1,766	100
South America	1,575	48
North America	426	54
Rest of Europe	210	95
EDP Group	9,973	84

The certification covers 95% of installed net power in production activities (Portugal 9,547MW, Spain 4,308MW, France/Belgium 53MW Italy 27MW, Poland 456MW, Romania 521MW, South America 2,650 MW e North America 5,572MW).

## INSTALLED POWER CERTIFIED BY TECHNOLOGY



In accordance with international standards, all certified management systems which cover the number of employees mentioned above are subject to internal and external audits.

## 1.2. Objectives and goals

The establishment of the Occupational Health and Safety objectives and action programmes for achieving them is carried out in accordance with the internal procedure "Management Objectives and Programmes" of the EDP Group's CSMS.

These objectives may be defined at the corporate level, approved by the Executive Board of Directors (EBD), or at the level of each company/organizational unit, approved by the respective Boards of Directors and in alignment with corporate objectives.

The implementation of EDP's annual occupational health and safety programme was based on a set of actions aimed at preventing occupational accidents, as measured by a reduction in the frequency rates and the seriousness of accidents and occupational diseases, and included training for EDP employees and Contractors, ongoing evaluation and control of labour risks and the implementation of an internal and external inspection and audit programme for EDP facilities and works.

The monitoring of the implementation of these objectives is ensured, on a quarterly basis, through the sustainability department – prevention and safety area and every six months with the Prevention and Safety Committee, which analyses the progress of actions and proposes, if necessary, the necessary measures for their implementation.

The Safety at Work Actions Operating Plan (SWAOP) sets forth the commitments and initiatives undertaken by the organisational units for implementation of the 6 intervention vectors defined at the strategic and corporate level, in terms of Prevention and Safety approved for 2020/24:

1. Leadership commitment to OHS;
2. Behaviours, preventive activities and learning from mistakes;
3. Streamline, digitize and standardize OHS processes in the EDP Group;

4. Competences;

5. Communication and involvement;

6. OHS management in hiring Contractors.

These priorities were established at EDP Group level, by considering recent results and trends in the main KPIs for occupational health and safety, including, in particular, inputs from accident analyses and internal and external audits of safety management and works carried out for EDP

GEOGRAPHY	(#) OBJECTIVES	(%) DEGREE OF ACHIEVEMENT
Portugal	49	92
Spain	3	67
Brazil	10	100
Renewable	5	98
EDP Group	67	89%

## 1.3. Safety audits

The EDP Group annually undertakes, by agreement with the various business units, a wide programme of internal audits for occupational health and safety, according to the importance and risk of ongoing activities and the results of previous audits, and covers the activities of construction, maintenance or demolition in buildings or infrastructures for the generation and distribution of electricity and also, in the operational activities of marketing and energy services, including EDP employees and Contractors.

These audits, depending on their nature and scope, may take the form of system management audits, technical audits or inspection audits. In addition to these, the EDP Group is annually subject to a significant number of external audits resulting from safety management systems certification and from inspection activities from outside bodies such as insurers or Government entities. In the EDP Group, audits follow the guidelines of the ISO 19011:2018 normative framework.

The table below summarise the audits performed in 2020:

GEOGRAPHY	(#) AUDITS CONDUCTED BY EXTERNAL ENTITIES	(#) INTERNAL AUDITS	(#) INTERNAL AUDITS CONDUCTED ON SPs (1)	(#) CONTRACTORS AUDITED
Portugal	62	718	13,544	364
Spain	5	5	3,762	497
South America	17	27	35,067	257
North America	6	30	25	238
Rest of Europe	8	4	329	78
EDP Group	98	784	52,727	1,434

(1) Includes safety notes (Preventive Safety Observations - PSO, Safety Walks, etc.); Others (construction safety coordination, etc.)

The EDP Group considers occupational health and safety audits as a means to assess the performance of its systems with a goal of ongoing improvement and the awareness of each worker, regarding the importance of their performance in this area.

It is the audits which reveal, at that moment, not only the deficiencies, but also the strengths of the organization. The satisfaction of internal and external customers is a priority to achieve success, but the satisfaction and motivation of workers is essential to maintain a culture of strong and cohesive safety.

The participation of our workers is an essential element for the Occupational Health and Safety Management Systems in the EDP Group. This participation is made at the level of each worker – who at all times acts through respecting and implementing the applicable standards, rules and instructions and through their initiative contribute towards their improvement – and of the workers' representatives for occupational health and safety which include the Safety Committees and Subcommittees within the companies.

Employees, through their elected representatives, actively participate in the processes of planning, implementation and operation, verification and corrective actions and revision with a goal of ongoing improvement of the Occupational Health and Safety Management Systems within the EDP Group.

FROM TOMORROW TO BEYOND

FOR  
NOW

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# 02

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## Hazard identification, risk assessment and accident investigation

[GRI 403-2]

### 2.1 Occupational risk management

The EDP Group has established and implemented processes for the identification of hazards, risk assessment and opportunities for occupational health and safety, according to the nature of the different activities carried out within the EDP Group, legal requirements and other requirements, all stakeholders and best practices adopted.

The identification and assessment of occupational risks is carried out in accordance with CSMS's internal "Occupational Risk Management" procedure, involving routine and one-off activities and for all people who have access to the workplace (Contractors and visitors), or who in the vicinity of the workplace may be affected by EDP's activities. This assessment is carried out before any work is carried out or whenever situations are shown involving:

- Changes or the introduction of new activities and procedures;
- Remodelling or introduction of new facilities;
- Occurrence of accidents;

- Non-conformities or dangerous situations and implementation of corrective actions.

and at least once a year, as part of the review of occupational health and safety management systems.

This process is carried out through a systematic and duly documented methodology, which in general establishes the:

1. Identification and characterization of the activities carried out in the undertaking of works;
2. Identification of the risks associated with the identified activities;
3. Risk analysis carried out by combining the probability of an accident occurring, with the severity of the respective injury or associated disease, taking into account the control measures which are available to the worker;
4. Determination of risk acceptance and definition and implementation of complementary risk control measures, if the level of residual risk determined with the existing control measures is not acceptable.

The result of risk assessment and control is summarized in risk charts organized by skills profile and by type of activities.

## Communication of risks to workers

The communication of risks to workers is carried out individually or through training actions where the respective risk maps are handed over and explained to the worker.

In the case of Contractors, before starting work on EDP facilities, they are informed of the existing risks. Those responsible for hiring communicate with the local prevention and safety areas so that they can provide the respective training.

### 2021 Goals:

**- Study of psychosocial risks transversal to the EDP Group.**

## 2.2 Investigation of accidents

The EDP Group's Safety policy recognizes and establishes as a principle that the ongoing investigation and analysis of incidents – accidents and near-accidents or hazardous situations – carried out in a systematic way are essential conditions for the ongoing improvement of the prevention of occupational accidents and occupational diseases.

Any incident reveals flaws or imperfections in the organization of work. The investigation of the incident consists of identifying them and establishing facts, to eliminate or neutralize them.

To this end, the EDP Group adopted the following process, which consists of three stages:

1. Investigation of the facts and reconstruction of the incident;
2. Identification of the causes of the incident and establishment of the incident diagram;
3. Preventive and corrective measures.

The first two stages are research and an analysis of the aspects of the work situation which led to the identification of the causes of the incident and a summary of the problems identified, the solutions for which will be determined in the next stage, with the indication of the recommended preventive and corrective measures.

Incidents are therefore part of a set of events which affect or have the potential to adversely affect the safety of workers (internal and Contractors), the company's facilities or assets.

### 2021 Goals:

- Definition and implementation of accident investigation committees;

- Definition and implementation of a process for disclosing incidents and near-accidents to EDP Group employees.

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# 03

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## Promoting Workers' Health

[GRI 403-3; 403-6]

### 3.1 Work medicine activities

In accordance with the legislation of each country, EDP Group companies comply with the occupational health monitoring requirements in order to promote and safeguard the health and well-being of its employees. The different health monitoring programmes guarantee the commitment made towards the prevention of occupational illnesses, through fulfilment of the medical examinations plan, workplace inspections, participation in the Occupational Health and Safety and Internal Accident Prevention Committees, and in the implementation of a range of preventive campaigns.

In Portugal, the occupational aspect is provided by a shared services company "EDP Global Solutions". In this regard, it is worth noting, in addition to the basic services for carrying out occupational medicine exams, the health promotion and well-being programmes available for giving up smoking, nutrition, prevention and control of alcohol consumption and drug addiction and correction of posture.

Doctors from the occupational health service are all occupational health specialists and are advised by nurses who are specialised in public health, who carry out a set of activities, mandated by law, which are grouped into three main areas of activity:

- Workers' fitness assessment;
- Assessment of working conditions;
- Training and health promotion actions.

With regard to assessing the fitness of workers, the EDP Group has an “Occupational health protocols” procedure in which it establishes different types of examinations and respective medical protocols, which are carried out taking into account the different risk factors associated with the professional activity of each worker.

The assessment of working conditions is carried out in collaboration with the Prevention and Safety areas of each company, whether during visits to workplaces or in subcommittees, committee and safety committee meetings. Whereas in the first area of action (assessment of the fitness of workers) the focus is the workers themselves, with the main objective of analysis here being the work itself: noise, vibrations, lighting, thermal conditions, ergonomic design of the workstations, organization of work (rhythm, breaks, etc.). In subcommittee, committee and safety committee meetings, occupational medicine contributes to the analysis of absenteeism – illness, accidents, safety equipment, etc.

Training and health promotion actions aimed at the adoption of healthy habits and lifestyles by workers in order to substantially reduce the risk of developing preventable diseases (cardiovascular, pulmonary, metabolic and neoplastic) and which are carried out in conjunction with the human resources areas and prevention and safety areas of the various companies of the EDP Group and, whenever requested, with external entities, namely with the Portuguese Diabetes Protection Association (APDP), the Portuguese Cardiology Foundation (FPC), or the intervention service for addictive behaviour and dependencies.

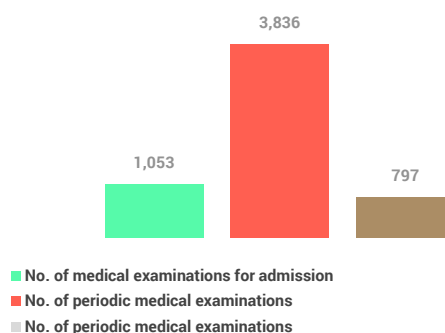
Through its contractual conditions, EDP Group requires that its whole service provider chain complies with the legal requirements in place in each country related to the framework and obligations of occupational health monitoring of their employees, therefore considering that every worker is appropriately monitored.

During 2020, the EDP Group carried out 5,685 medical examinations, 572 consultations with employees on nutrition and smoking cessation schemes, 589 cardiovascular screenings and 4,301 vaccination programmes for influenza, hepatitis B and yellow fever, covering 3,170 employees.

The EDP Group monitors and follows up the occurrence of occupational diseases. In 2020, no cases of occupational sickness were registered.

However, in general terms, the EDP Group believes that in the undertaking of its activities and the proper implementation of existing control measures, workers are not exposed to occupational or work-related diseases, which can be considered high incidence or high risk.

Medical examinations carried out – EDP Group



## 3.2 Health assistance

In Portugal, a medical and medication assistance scheme is maintained in addition to the health care provided for or ensured by the national health service or by the health subsystems of a personal nature.

EDP in Portugal offers its workers health care in terms of assistance through individual health insurance and through “Sávida – Medicina Apoiada SA”, an EDP Group company which provides services in the health care area, thus complying with the EDP health plan in Portugal.

Sávida has central medical posts where some medical specialties are concentrated as well as peripheral posts. The provision of health care is carried out at its own medical centres and client companies (forming a total of 43) where, in certain cases, in addition to the General Practice specialised area, they have doctors from other specialties.

In addition to the provision of medical services, Sávida also has a wide range of specialist doctors and private entities (hospitals, clinics, etc.), with which it has established conventional protocols.

Individual health insurance, in addition to a vast network of providers and the possibility of choosing a medical officer for the insurer, also offers access to a network of pharmacies which gives access to services and health care.

# TRANSITION

FROM A JUST TRANSITION  
TO SUSTAINABLE COMMUNITIES

# STORY

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# 04

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## Participation, consultation and communication

[GRI 403-4]

### 4.1 Worker's representatives

Depending on each country's legislation, the EDP Group companies include the participation and consultation of employees in their safety management system.

Furthermore, the EDP Group's OHS Regulation establishes the setting up of OHS Committees and Subcommittees in companies and their larger business units.

These committees and subcommittees are equal and comprise the representatives of workers with regard to OHS, elected in accordance with legally established requirements, and representatives of the companies, meeting at the intervals established by the respective regulation.

The consultation and employee participation processes in occupational health and safety use primarily the channel provided by these representatives and the safety committees and subcommittees.

The following table shows the representation and intervention of staff representatives in the EDP Group

GEOGRAPHY	(#) ELECTED REPRESENTATIVES	(%) WORKERS REPRESENTED	(#) NUMBER OF MEETINGS HELD
Portugal	73	86%	52
Spain	9	53%	40
South America	140	100%	356
North America	59	62%	1,567
Rest of Europe	11	79%	15
EDP Group	292	86%	2,030

## 4.2 Occupational safety aspects covered by agreement with trade union organisations

Depending on each country's legislation and the existence of collective bargaining agreements, when existing, they in principle cover all employees with regard to occupational health and safety clauses.

Accordingly, in Portugal and Spain, EDP has established agreements in the field of occupational health and safety with trade union structures, covering 100% of employees and the following areas:

- Obligations of employees and companies;
- Representativeness of workers for occupational health and safety;
- Responsibilities of prevention and safety services;
- Safety standards and equipment;
- Industrial hygiene;
- Training, information and awareness-raising on occupational health and safety;
- Occupational Health and Safety indicators;
- Risk factors for employees.

## 4.3 Prevention and safety committee

Corporate and strategic occupational health and safety in the EDP Group are approved at the level of the executive board of directors (EBD), after appraisal and agreement by the Prevention and Safety Committee, in which different companies of the EDP Group from the various geographical areas are represented at the highest management level. This committee has as its main competences:

- Support the EBD in the drawing up of proposals for the definition of the EDP Group's corporate and strategic documents and objectives in matters of OHS and assess and monitor compliance with these;
- Analyse and issue an opinion on the EDP Group's OHS Operational Action Plan;

- Monitor the evolution of the main occupational safety indicators and propose improvement actions;
- Consider the normative documents of the CSMS which have a general scope within the EDP Group or have a cost-cutting impact on various sectors and activities.

This committee meets twice a year. The activities resulting from the committee's proposals are locally implemented and developed by the prevention and safety areas of the business units.

## 4.4 Communication to all stakeholders

### 4.4.1 Internal

The EDP Group provides all EDP Group employees with a space for disseminating the main news on different topics of relevance to the company on its computer network, which is the "intranet", which includes a space dedicated to OHS information, which contains, in addition to all the information on this topic, all the documentation that makes up the corporate safety management system (CSMS).

Each person responsible for the organizational units, with the support of the prevention and safety areas, fosters the communication of the relevant information of the safety management system (safety policies, safety objectives, performance of the safety management system, etc.).

The development of communication and dissemination actions with repercussions for the health (actions of tobacco, alcohol, etc.) of workers, are the responsibility of the area of occupational medicine.

### 4.4.2 External

EDP, on its Internet website (edp.com) reserves a space for the dissemination of information on Occupational Health and Safety matters for its customers and Contractors.

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# 05

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## OHS Training

### [GRI 403-5]

One of the commitments laid down in EDP's Safety Policy and Code of Ethics is a concern with providing suitable conditions for the sustainable development of its employees and Contractors in matters of occupational safety.

Training in occupational health and safety is delivered in accordance with the procedure "Safety Training, Awareness and Competence" of the CSMS.

For EDP employees, identification of training needs is carried out at the start of the activity or a new role and during employee performance evaluations.

This identification is undertaken by agreement between the employee and their line manager and takes into account the prevention of risks that may arise from:

- Work activity;
- Change in employee's job;
- New workplace,
- New working equipment and/or changes to equipment;
- Use of new technologies, materials and/or products.

### 2021 Goals:

- Reformulate the qualifying training process in OHS;
- E-learning on OHS for new employees;
- Definition of an OHS training package for each functional profile.

On admission, an employee's line manager ensures that they are informed and made aware of:

- The EDP Group's Safety Policy and its application in the workplace;
- Associated work risks and operational means of control, including individual and collective protection;
- Procedures of the corporate safety management system, including the operational control documents applicable to its activity;
- Workplace emergency and evacuation plan;
- The training actions required for them to perform their job.

Contractors and subcontractors are obliged to respect the conditions set out in the specifications for occupational health and safety with regard to the training and qualification of their employees, so EDP considers that all employees of its Contractors have received the training required to comply with their tasks in a safe manner.

In addition to the training delivered by their employers, the employees of Contractors undertake jointly with EDP employees' complementary actions on safe behaviour and specific risk prevention in certain activities or facilities.

**In 2020, training delivery on occupational health and safety for EDP employees relied on an extensive programme comprising:**

GEOGRAPHY	(#) COURSES	(#) EMPLOYEES INVOLVED	HOURS OF TRAINING	HOURS OF TRAINING / EMPLOYEES
Portugal	164	21,452	10,810	0.50
Spain	147	1,954	5,253	2.69
South America	77	3,257	25,896	7.95
North America	42	176	879	0.51
Rest of Europe	490	3,603	8,499	2.36
EDP Group	920	30,442	51,338	1.69

Note: the values shown in the table above only include training/awareness actions that were entered by EDP University.

With regard to service provider training and awareness raising provided to service provider employees, 21,031 actions related to occupational health and safety were delivered, involving 13,476, totalling 740,992 hours, as detailed in the table below.

GEOGRAPHY	(#) COURSES	(#) EMPLOYEES INVOLVED	HOURS OF TRAINING	HOURS OF TRAINING / EMPLOYEES
Portugal	1,066	3,097	812	0.26
Spain	0	0	0	0
South America	19,914	10,364	740,173	71.41
North America	0	0	0	0
Rest of Europe	51	15	7	0.46
EDP Group	21,031	13,476	740,992	54.99

## Training on specific hazards related to our activities

For all EDP workers and Contractors who have to perform any type of work of an electrical nature, in live facilities, without electric power or in the vicinity of live electrical facilities, or of a non-electrical nature in the presence or in the vicinity of live facilities or likely to be live, EDP requires that they hold a valid "Electrical Qualification Licence".

For construction, maintenance or demolition work on the electricity Production and Distribution infrastructures, EDP requires as a mandatory and priority requirement for workers of Contractors, that they attend a basic safety training course.

This training involves obtaining a certificate of basic skills in safety acquired by successful attendance at a training activity on the most frequent risks in the workplace and respective prevention and protection measures.

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# 06

## Preventive activities

[GRI 403-3; 403-6]

### 6.1 Preparation and response to emergencies

Within the scope of management of emergency situations, 450 drills were carried out across the EDP Group (95 in Portugal, 71 in Spain, 155 in South America, 117 in North America and 12 in the Rest of Europe), covering industrial, administrative facilities, and works in progress, with the purpose of testing the effectiveness of the respective emergency plans.

These drills involved external agencies, such as civil protection, fire fighters and police and public security forces.

**In addition to the above training, 86 training courses on first aid were delivered to EDP employees and Contractors, involving:**

GEOGRAPHY	(#) FIRST AID ACTIONS	(#) EMPLOYEES INVOLVED (ATTENDANCES)
Portugal	4	20
Spain	20	205
South America	59	950
North America	0	0
Rest of Europe	3	5
EDP Group	86	1,180

## 6.2 Safety management of suppliers

The management of sustainability in the relationship with its suppliers is a strategic factor in EDP Group's activity. The management process privileges the construction of a relationship of trust with suppliers, based on a partnership approach based on principles of ethics, transparency and sustainability. The priorities of sustainability in management are defined through the "Sustainable Procurement Policy" and the "Supplier Code of Conduct".

The performance of our Contractors (SPs) is considered a key to the success of the EDP Group. We believe that a relationship based on trust, co-operation and value creation shared with our ESP results in the joint ability to innovate and enhance Corporate Social Responsibility policies, while improving the quality of the service provided to our clients.

EDP segments the minimum sustainability requirements specific to each contract, using criteria of criticality. Each contracted activity is typified in relation to the supplier's access to EDP customers, EDP's technical equipment/workplaces, sensitive data, exposure to Health and Safety risks, Environmental risks and Ethical, Employment and Human Rights risks.

Regardless of the type and size of the work or task to be performed, at every stage of procurement outsourcing always involves a strict quality control of the service rendered, in which occupational health and safety (OHS) is embedded as a decisive factor. In this area, EDP has the following mechanisms to regulate the activity of its ESPs with regard to OHS:

- During the registration and selection processes of suppliers, information is requested from Companies for the review and evaluation of the most relevant HSW aspects;
- In procurement processes, binding documentation is included related to the occupational safety obligations of ESPs, including organisational, technical and training matters;
- During the performance of the works, the HSW performance of ESPs is monitored, using various methodologies, including audits that help evaluate their level of safety in place and check compliance with applicable legal requirements;
- Depending on the nature and duration of the works, the evaluation of the HSW performance of ESPs is undertaken at different times. This evaluation is based on criteria ranging from a review of documents and the prevention methods used to the accident rates achieved during the supply period.

In 2020, 293 critical suppliers with regard to Occupational Health and Safety were identified, of which 128 were assessed according to the criteria defined by the EDP Group.

### 2021 Goals:

**- Guarantee occupational health and safety certification for 100% of suppliers exposed to high risks.**

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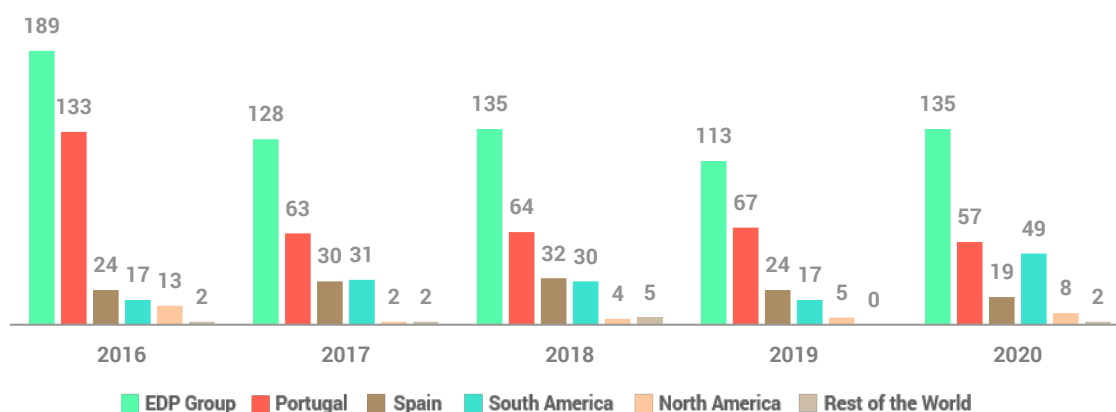
# 07

## Work-related injuries and diseases

[EU17; EU25; GRI 403-9; GRI 403-10]

In the EDP Group, there were 132 occupational accidents for all EDP workers and Contractors, registering an increase of 19% compared to 2019, and consequently in the frequency index (Tf) (1.74 vs. 1.74, in 2019 accidents per million hours worked). In 2020, there were 3 fatal accidents involving Contractors (car crash, high level fall and electrocution).

### Accidents at work – Employees + Contractors



## 7.1. EDP Group

### 7.1.1. EDP Group: Employees

Accidents at work and accident rates – summary table:

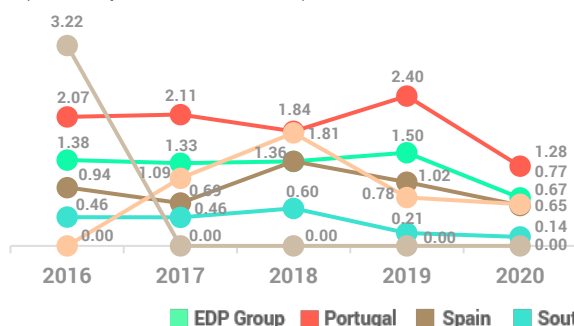
MAIN INDICATORS BY GEOGRAPHICAL AREA		ACCIDENTS	ACCIDENTS WHILST COMMUTING	F <sub>R</sub>	I <sub>R</sub>	S <sub>R</sub>	TSR	DAYS LOST
EDP GROUP	2020	17	10	0.77	1.40	60	337	1,331
	2019	29	28	1.50	2.67	90	99	1,747
	Δ	-41%	-64%	-49%	-48%	-33%	>100%	-24%
PORTUGAL	2020	13	5	1.28	2.17	103	113	1,045
	2019	24	15	2.40	3.94	131	149	1,308
	Δ	-46%	-67%	-47%	-45%	-22%	-24%	-20%
SPAIN	2020	2	1	0.65	1.15	66	66	202
	2019	3	4	1.02	1.75	97	97	285
	Δ	-33%	-75%	-37%	-34%	-32%	-32%	-29%
SOUTH AMERICA (EDP Brazil, EDPR BR, EDPR COL)	2020	1	4	0.14	0.29	0	861	0
	2019	1	9	0.21	0.46	2	2	8
	Δ	0%	-56%	-31%	-37%	<100%	>100%	<100%
NORTH AMERICA (Canada, USA, Mexico)	2020	1	0	0.67	1.35	56	56	84
	2019	1	0	0.78	1.48	114	114	146
	Δ	0%	-	-14%	-9%	-51%	-51%	-42%
REST OF EUROPE (Romania, Italy, Poland, Greece, France e Belgium)	2020	0	0	0.00	0.00	0	0	0
	2019	0	0	0.00	0.00	0	0	0
	Δ	-	-	-	-	-	-	-

F – Fatal

### Accident rate - Graphics

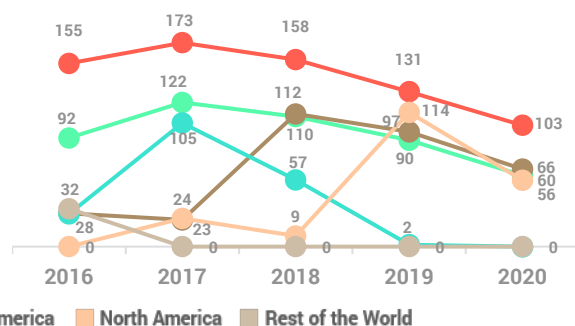
#### Frequency rate (F<sub>R</sub>)

(accidents per million worked hours)

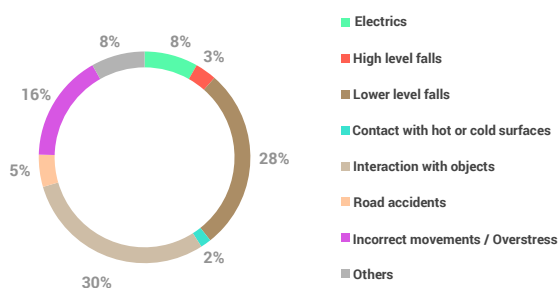


#### Severity rate (S<sub>R</sub>)

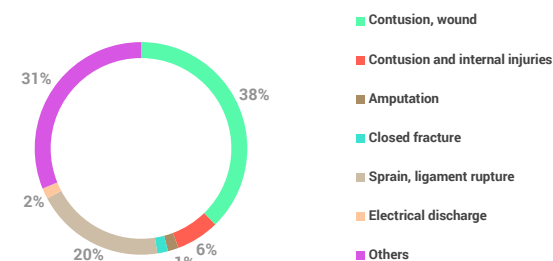
(days lost per million worked hours)



### Accident type



### Injury type



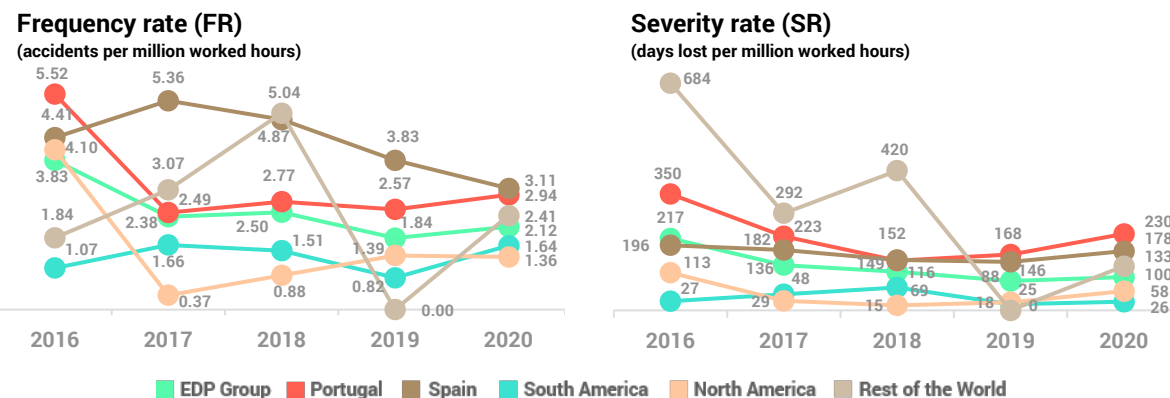
## 7.1.2. EDP Group: Contactors

Accidents at work and accident rates – summary table:

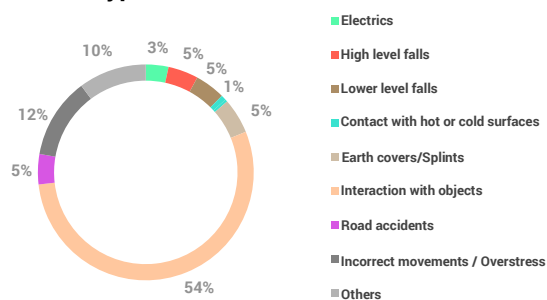
MAIN INDICATORS BY GEOGRAPHICAL AREA		ACCIDENTS	FR	IR	SR	TSR	DAYS LOST
EDP GROUP	2020	115+3F	2.12	4.19	100	425	5,587
	2019	82+2F	1.84	3.63	88	352	4,043
	Δ	40%	16%	16%	14%	21%	38%
PORTUGAL	2020	43+1F	2.94	5.82	230	635	3,436
	2019	42+1F	2.57	5.08	168	529	2,813
	Δ	2%	15%	15%	37%	20%	22%
SPAIN	2020	17	3.11	6.15	178	178	974
	2019	21	3.83	7.57	146	146	799
	Δ	-19%	-19%	-19%	22%	22%	22%
SOUTH AMERICA (EDP Brazil, EDPR BR, EDPR COL)	2020	46+2F	1.64	3.25	26	437	770
	2019	15+1F	0.82	1.62	18	325	360
	Δ	>100%	>100%	>100%	43%	34%	>100%
NORTH AMERICA (Canada, USA, Mexico)	2020	7	1.36	2.68	58	58	297
	2019	4	1.39	2.74	25	25	71
	Δ	75%	-2%	-2%	>100%	>100%	>100%
REST OF EUROPE (Romania, Italy, Poland, Greece, France e Belgium)	2020	2	2.41	4.77	133	133	110
	2019	0	0.00	0.00	0	0	0
	Δ	-	100%	100%	100%	100%	100%

F – Fatal

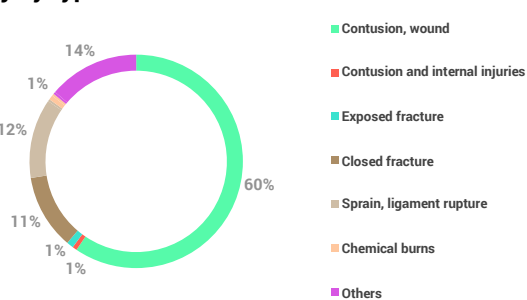
### Accident rate - Graphics



### Accident type



### Injury type



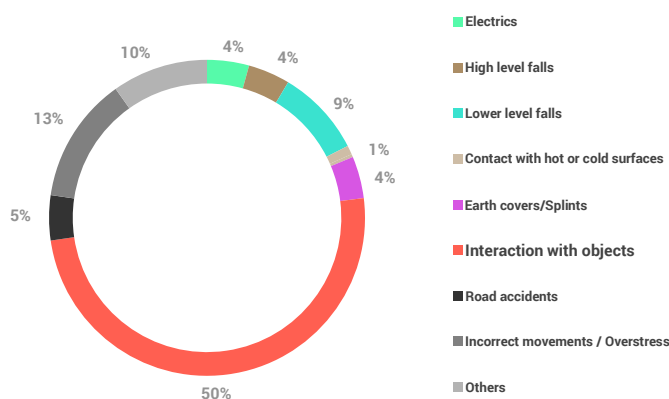
### 7.1.3. EDP Group: Employees + Contractors

Accidents at work and accident rates – summary table:

MAIN INDICATORS BY GEOGRAPHICAL AREA		ACCIDENTS	FR	IR	SR	TSR	DAYS LOST
EDP GROUP	2020	132+3F	1.74	3.35	89	400	6,918
	2019	111+2F	1.74	3.32	89	276	5,790
	Δ	19%	0%	1%	0%	45%	19%
PORTUGAL	2020	56+1F	2.27	4.21	178	424	4,481
	2019	66+1F	2.51	4.60	154	387	4,121
	Δ	-15%	-10%	-9%	16%	10%	9%
SPAIN	2020	19	2.22	4.22	138	138	1,176
	2019	24	2.85	5.34	129	129	1,084
	Δ	-21%	-22%	-21%	7%	7%	8%
SOUTH AMERICA (EDP Brazil, EDPR BR, EDPR COL)	2020	47+2F	1.35	2.68	21	519	770
	2019	16+1F	0.70	1.41	15	261	368
	Δ	>100%	94%	91%	41%	99%	>100%
NORTH AMERICA (Canada, USA, Mexico)	2020	8	1.20	2.38	57	57	381
	2019	5	1.20	2.34	52	52	217
	Δ	60%	0%	2%	10%	10%	76%
REST OF EUROPE (Romania, Italy, Poland, Greece, France e Belgium)	2020	2	1.69	3.22	93	93	110
	2019	0	0.00	0.00	0	0	0
	Δ	-	100%	100%	100%	100%	100%

F – Fatal

#### Accident type – Employees + Contractors

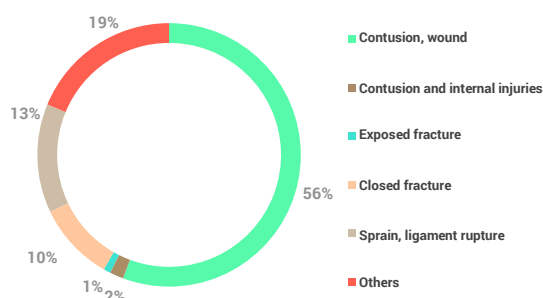


Accidents that occurred due to other types of falls (Lower level falls) are responsible for 28% of accidents with EDP employees, followed by incorrect movements or overstress, with 16%, electrical origin, with 8%, remaining 48% to other causes.

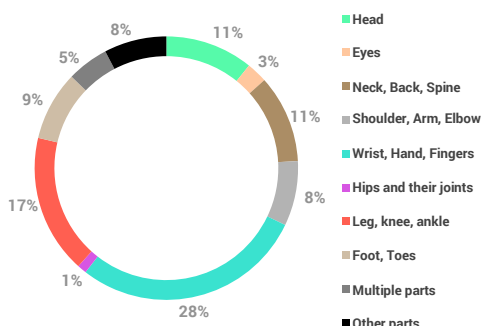
In the of Contractors universe, cuts and perforations are responsible for 19% of their accidents, followed by other falls (Lower level falls), with 13%, incorrect movements or overstress, with 11%, use of machinery and tools, with 10%, remaining 47% to other causes.

It should be noted that the risks of occupational accidents include in addition to those associated with the activities carried out on site and during working time, those related to commuting to and from work, to the workplace and the journeys and time for the lunch break.

### Injury type – Employees + Contractors



### Affected body parts – Employees + Contractors



When analysing the type of injuries, contusions, wounds represent 38%, sprains, torn ligaments 20%, and 42% to the remaining causes.

In Contractors, the most frequent injuries are contusions and wounds, which represent 59%, sprains and ligament tears with 12%, closed fractures with 11%, and 18% for the remaining causes.

Of the most affected body parts, 28% on the wrist, hand or fingers, 17% on the legs, knees and ankles, 11% on the neck, back or spine, 11% on the head and the rest of the body making up 67 %.

When we analyse by gender, 83% of accidents are male and 17% female, and the most operational activities which represent the highest risk are carried out by men.

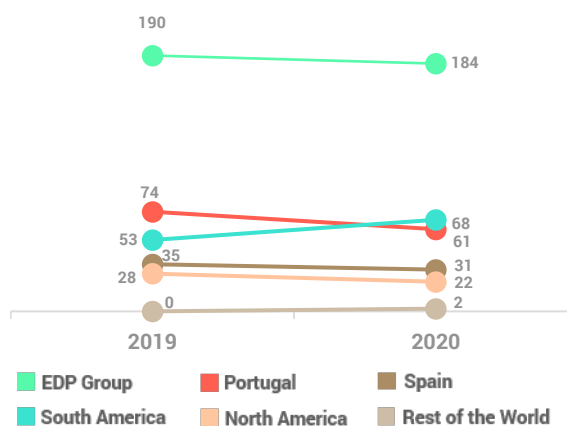
During 2020, the months of July, September and November had the highest percentage of accidents, with March and April having the lowest. Thursday is the day of the week with the most accidents, 23% of the total.

## Recordable Accidents

The EDP Group consolidated the indicators for recordable accidents. Of the 352 accidents (with injury, without injury and fatal), accidents were recordable, which is equivalent to 52% of the EDP Group's accidents.

The following cases of work-related injuries and health conditions are considered which result in: (i) death; (ii) Days lost (ITA); (iii) ITP and IP; (iv) accidents without injury giving rise to stitches or staples for saturation, physiotherapy, treatment by prescription, splint placement, plaster and other rigid devices or vaccination; (v) momentary losses of consciousness (vi) occupational diseases (recognized in the year).

### Recordable Accidents – Employees + Contractors



GEOGRAPHY	(#) EDP EMPLOYEES	(#) CONTRACTORS
Portugal	15	46
Spain	3	28
South America	1	67
North America	4	18
Rest of Europe	0	2
EDP Group	23	161

## Accidents involving third parties

For EDP Group, the issue of prevention and people's safety is important because it is an issue that has a direct impact on people's lives. Minimizing the risks associated with the use of electricity ultimately depends on individual information and behaviour. Thus, EDP Group identifies and communicates the risks associated with its facilities and equipment. However, in 2020, 37 accidents of electrical origin were recorded with third parties (not involved in EDP activities) in facilities or with equipment of the EDP Group, resulting in the death of 16 people. These accidents result from civil construction activities, abusive interventions in the network, leisure, among others.



## 7.2 Brief description of fatal accidents in the EDP Group

The 3 fatal accidents which occurred with Contractors, 1 in Portugal and 2 in EDP Brazil, resulted from entrapment, road and electrical accident.

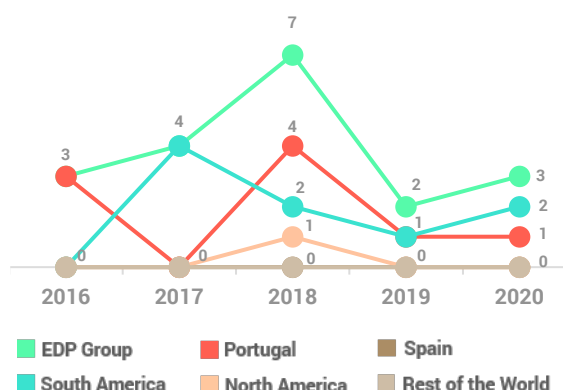
### Brief description

On April 1st, 2020, around 8:00 am, when a team of eight workers from the service provider "Iluminaria" was traveling to EDP Brazil's facilities in Castelo Espirito Santo / Criméia / Córrego Areia, to carry out activities related to the construction of the MT Network for the interconnection of circuits, on the route and when passing through a concrete bridge that passed over a small river, it gave way, causing the vehicle to fall into the water. The vehicle was carrying a total of 8 workers, and after their fall into the water, 7 managed to get out on their own, one being trapped in the seat belt, eventually passing away on the spot due to drowning. (EDP Brazil)

On August 19th, 2020, around 11:00 am, a worker from EDP Energias do Brasil's service provider company, "Abengoa", while working on the assembly of a protection portico to serve as support during the crossing of a transport line above a road, the worker was positioned on the top of a wooden support to carry out works to correct the crossbar, when suddenly the ground gave way causing the support to fall and consequently dragging of the worker to the ground, which originated your death. (EDP Brazil)

On September 16th, 2020, at about 8:44 am, a worker from EDP Distribuição's service provider company, "Nortaluga Venda e Hire de Equipamentos, Lda.", Subcontracted to the "Painhas / Silva & Vinha" consortium, suffered a fatal accident during the renovation activities of MT overhead line 15kV Orgens – Santo Estevão I. The accident occurred during the activities of connecting a 250 KVA generator to the General Low Voltage Board (GLVB) of Transformation Post No. 559-Pascoal – Viseu, integrated in the consignment phase of the line. (Portugal)

Fatal accidents – Employees + Contractors

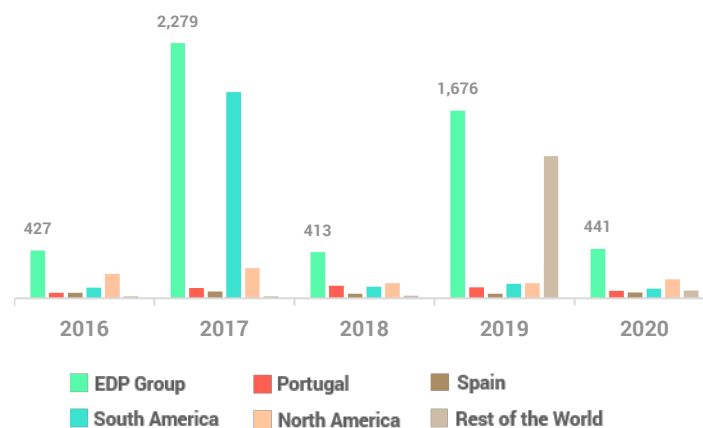


## 7.3 Near-accidents and hazardous situations

### 2021 Goals:

Development of a mobile application for reporting near-accidents, with the aim of facilitating the process and, therefore, increasing the reporting of those situations that may have a high potential to cause accidents in the future.

### Near accidents and Hazardous situations – Employees + Contractors



For the EDP Group, the knowledge, analysis and correction of near-accidents is an essential tool in order to achieve the goals and targets of reducing risks and personal injuries in the operations carried out in the EDP Group companies.

375 occurrences of near-accidents were reported (Portugal 56, Spain 51, South America 83, North America 170 and Rest of Europe 15). In 2019, on the same period 427 occurrences were reported.

The number of reported situations remains manifestly low when related to the number of accidents with injuries.

GEOGRAPHY	(#) WORK ACCIDENTS WITH ABSENCE*	(#) WORK ACCIDENTS WITHOUT ABSENCE	(#) NEAR MISSES
Portugal	56	40	56
Spain	19	25	51
South America	47	130	83
North America	8	20	170
Rest of Europe	2	2	15
EDP Group	132	217	375

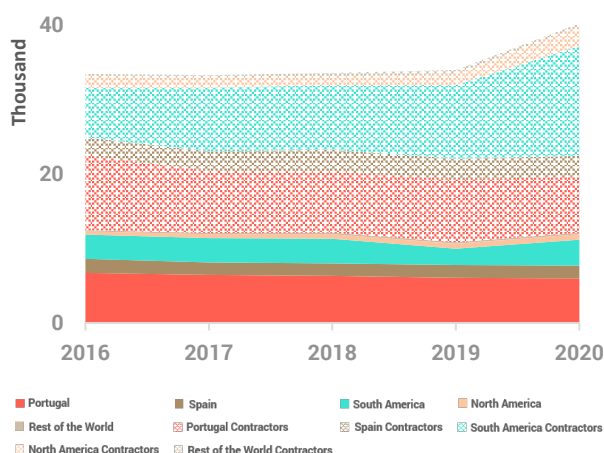
\*Includes fatal accidents

## 7.4 Staff Average

The following graph represents the equivalent workforce (EWF) in the EDP Group, with the SPs values calculated from the number of hours worked, in light of the hours worked in EDP.

The reduction of internal staff and the increasing outsourcing of highly operational activities created new challenges in terms of occupational health and safety in the EDP Group.

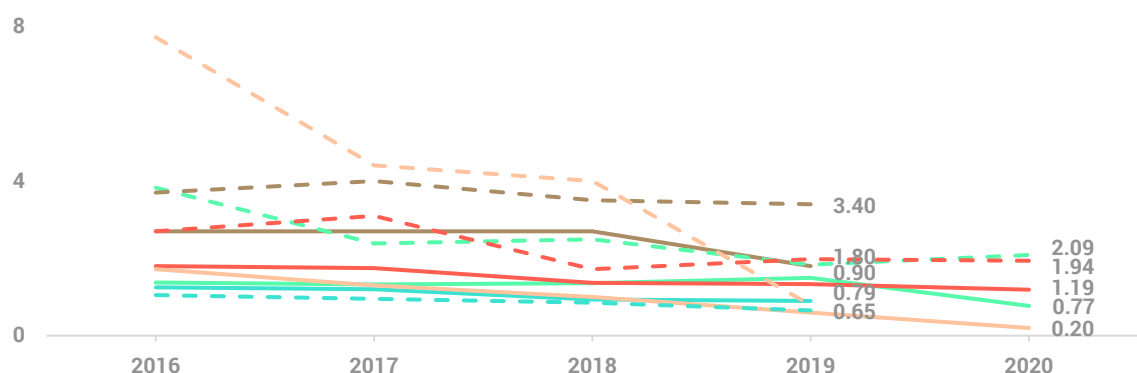
In this sense, the EDP Group ensures that its Contractors comply with the requirements of the management systems and are aligned with the group's internal policies.



GEOGRAPHY	(#) EDP EMPLOYEES	(#) CONTRACTORS
Portugal	5.979	7.565
Spain	1.739	2.765
South America	3.475	14.775
North America	742	2.614
Rest of Europe	203	419

## 7.5 Benchmarking – Frequency rate

### EDP Group and Counterpart companies\*



\* Source: Sustainability reports/Annual report, available online.



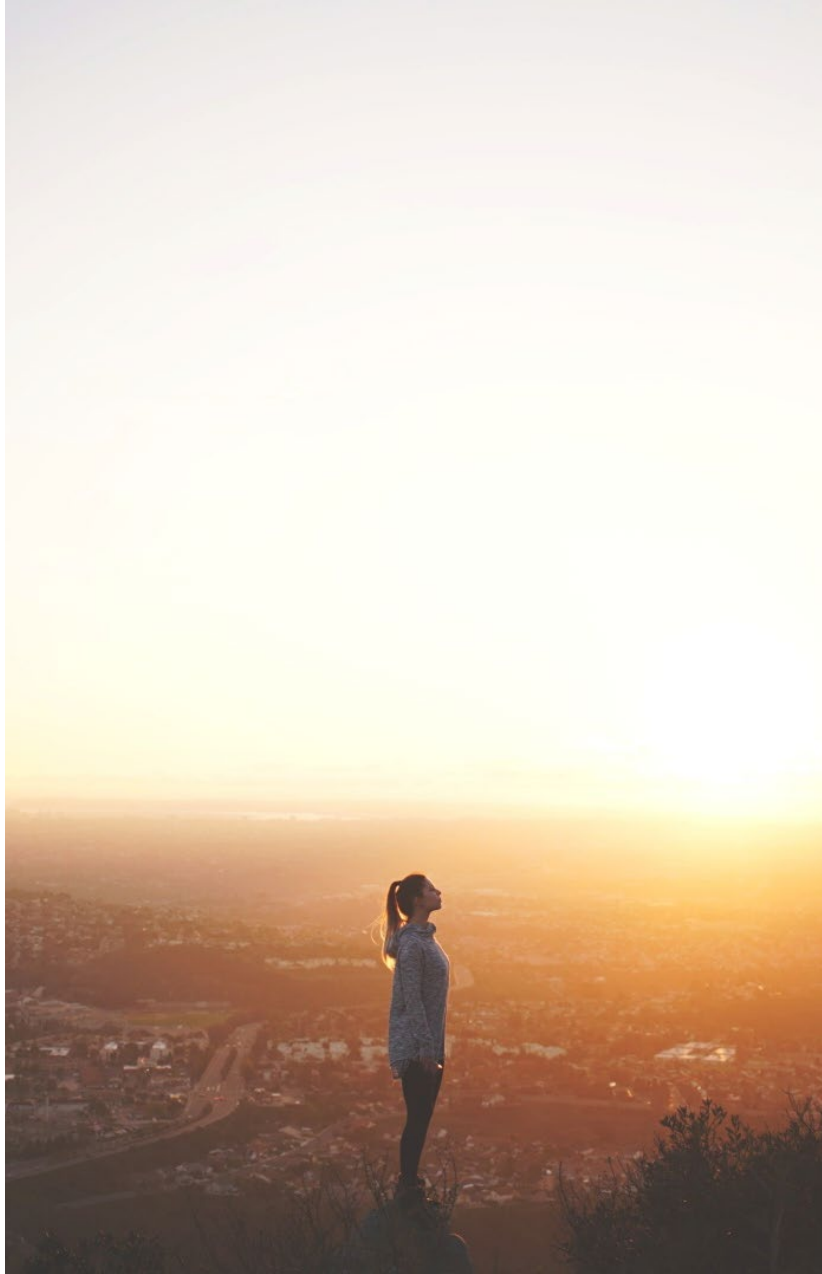
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## Sharing good practices with the EDP Group

Sharing experiences and information on the most relevant projects in occupational health and safety issues between the EDP Group companies and geographical areas is an important tool for enhancing a widespread, cross-cutting adoption of existing best practices.

Occupational health and safety being regarded as a materially relevant topic since it directly affects the creation of value for the EDP Group, every year comprehensive corporate actions, cross-cutting all geographies, are identified and addressed, with the aim of:

- Reducing accidents to SP workers;
- Improving service efficiency and quality with an impact on cost reduction;
- Improving working conditions that have an impact on the reduction of accidents and absenteeism;
- To comply with legal requirements.

The following are some of the projects and initiatives developed in 2020:

### E-Redes

#### Certification of the occupational health and safety management system at E-Redes

In 2020, the implementation and certification of the Occupational Health and Safety Management System at EDP Distribuição stands out, in accordance with ISO 45001: 2019. This certification is part of the Company's commitment to ensuring a safety culture, through the prevention of work-related injuries and health conditions, as well as the provision of safe and healthy activities and workplaces. For the certification of the Occupational Health and Safety Management System,

an internal audit and two external audits were carried out, which allowed the system to be assessed and opportunities for continuous improvement in the area of Occupational Health and Safety to be identified.

## EDP Produção

### Demolition of the chimneys in Setúbal

In 2016, the dismantling / demolition phase began, with the dismantling of transformers, fuel tanks and other equipment. In 2020, the chimneys were demolished, leading to the implementation of a list of security measures, including the definition of an extended security perimeter, the placement of geotextile mesh in the explosives area to control the projections at the time of the explosion and detailed preparation of the day of the shooting, in coordination with all entities and authorities (GNR, PSP, firefighters, Protecção Civil, Port of Setúbal, companies in the region, CMS, etc.).



## EDP Comercial



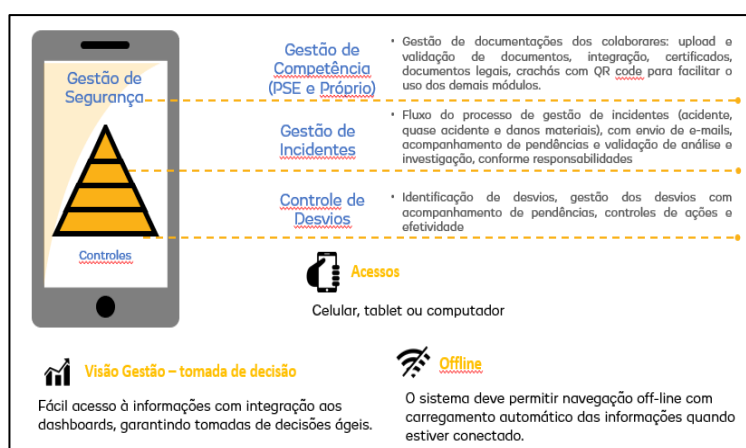
Implementation of QR codes in the machinery and other equipment available in the most risky/complex working sites, for quick access to their documentation. Additionally, through the implemented system, it is easier to check using a mobile phone or tablet using a GEDOC APP which machinery/equipment are compliant and which cannot be used on the job, and which require immediate intervention.

## EDP Brasil

### SGS – Security Management System

One of the goals defined for 2020 in the Corporate Security area of EDP Brasil was to digitize the OH&S processes to improve the performance of all operational and support areas, aiming at a more effective control of the indicators and managing KPI. This project results in the construction of a digital platform “SGS - Security Management System”.

The SGS was designed to be used on the computer, tablet or mobile phone, which allows to carry out field checks in an offline mode. The software was launched at the end of 2020 allowing security areas to effectively control their activities.



## EDP Renewables

### Covid certification of all EDPR activities

After the appearance of the coronavirus in early 2020, and after its rapid spread, in March in the geographies where EDPR operates, it was necessary to develop new work procedures that would allow all employees working for EDPR to live with the new reality of the disease covid-19 and carry out their work safely.

Thus, based on the general protocols prepared by EDP Group, EDPR's own protocols and procedures were developed, which were adapted based on EDPR's multi-geographical situation, as well as different action guides so that employees could perform their work under safe conditions.

With the documentation indicated above, as well as the different control systems developed to verify its application, it was decided internally to submit the system to verification by an external company, requesting Aenor's certification.

At the end of July, AENOR granted certification to the company based on the protocols that had been implemented during the COVID-19 pandemic, a certification that was renewed through a new audit in October.

This certification highlighted and recognized the correct application of good practices throughout the coronavirus management process. It also found that the company's protocols are in compliance with the regulations and best practices established to deal with the risks associated with COVID-19 at EDPR's facilities.

The certification covers all of EDPR's activities: from project development to construction and operation. It also takes into account all the associated activities that are developed by EDPR, covering each and every aspect of the company.



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