



Occupational Health
and Safety
2018



edp



We love energy.

Energy moves us, unites us, and brings us closer to the world.

We love this energy, the universal language, which comes in all shapes and colors.

Which impels us, motivates us, and challenges us in this story of sharing and of victories.

Which is from the sun, the water, the wind, and the people.

Which transforms, reinvents and creates an increasingly clean, sustainable, and efficient future.

A contagious energy that encourages us to explore, to amaze, and to innovate in a world in constant change.

This is the energy we love.

WE LOVE ENERGY





THIS REPORT

EDP – Energias de Portugal, SA (hereinafter EDP), with registered office in Lisbon, at 12 Avenida 24 de Julho, listed on the Euronext Lisbon exchange, is the result of the transformation of Electricidade de Portugal, E.P, incorporated in 1976 following the nationalization and consequent merger of the main electricity sector companies of mainland Portugal. In 1994, as stipulated by Decree-Laws 7/91 and 131/94, the EDP Group (hereinafter the EDP Group or Group) was formed after the demerger of EDP, resulting in a number of joint ventures held directly or indirectly at 100% by EDP itself.

The activities of the EDP Group currently focus on the production, transmission, distribution and marketing of electricity and, secondly, on the marketing of natural gas. Additionally, the EDP Group engages in engineering, laboratory testing, professional training, energy services and property management.

The EDP Group operates in the energy sector, mainly in European markets (Portugal, Spain, France, Poland and Romania) and American markets (Brazil and the United States).

This report presents an overview of the most relevant activities undertaken by the EDP Group and the main consolidated indicators in 2017 regarding occupational health and safety.

This report complements the information on the main consolidated indicators in the EDP 2017 Annual Report and the EDP 2017 Sustainability Report according to the Global Reporting Initiative standards – [EU 17, EU18, EU 25, GRI 403-1; GRI 403-2; GRI 403-3 and GRI 403-4].

NEB



The image features the letters 'NEB' in a bold, black, sans-serif font. The 'N' is formed by a vertical bar on the left and a diagonal bar on the right. The 'E' is formed by a vertical bar on the left and a rounded, semi-circular shape on the right. To the right of the 'NEB' text are three horizontal black bars of equal length, stacked vertically.

INDEX

HEALTH AND SAFETY AT WORK POLICY

01 OH&S ORGANIZATION

OH&S Management Systems	14
Occupational risk management	15

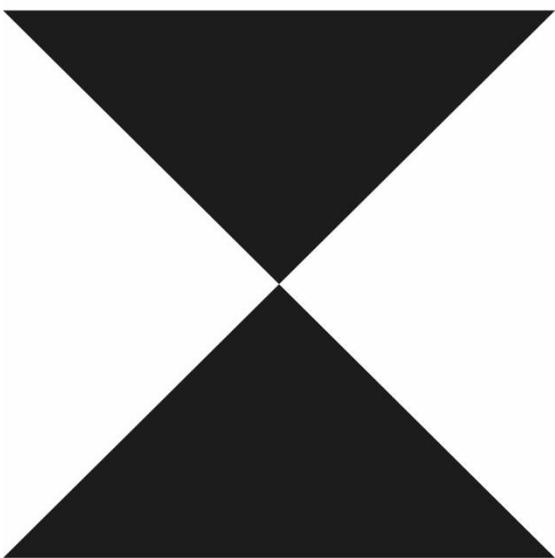
02 MOST SIGNIFICANT ASPECTS AND ACTIVITIES UNDERTAKEN IN 2018

Employees and contractors training	17
Emergency preparedness and response	18
Participation and consultation	18
OH&S management through the supply chain	19
Safety Audits	20
Electromagnetic fields	21
Personal protective equipment	21
Community activities	22
Workers' health promotion	22

03 OH&S SUMMARY NUMBERS

EDP Group	24
Fatal accidents in the EDP Group	27
Near-misses situations	27
Workers average number	28
Benchmarking	28

SHARING GOOD PRACTICES WITHIN THE EDP GROUP



SAFETY IN NUMBERS



GROUP

Employees + Service Providers

135	Accidents
2.11	Fr
114	Sr
7	Fatal accidents
413	Near-misses reported
416,932	Volume of OH&S training (hours)
96	OHSAS certification 18001 - installed capacity (%)
44	OHSAS certification 18001 - employees covered (%)

PORTUGAL

Employees

19	Accidents
1.84	Fr
158	Sr
2	Fatal accidents
25,775	Volume of OH&S training (hours)
87	Employees represented in OH&S committees (%)

Service Providers

45	Accidents
2.77	Fr
149	Sr
2	Fatal accidents
375	Volume of OH&S training (hours)

SPAIN

Employees

4	Accidents
1.36	Fr
112	Sr
11,383	Volume of OH&S training (hours)
67	Employees represented in OH&S committees (%)

Service Providers

28	Accidents
4.87	Fr
152	Sr
109	Volume of OH&S training (hours)

NUMBERS

BRAZIL

Employees

4	Accidents
0.60	Fr
57	Sr
25,300	Volume of OH&S training (hours)
100	Employees represented in OH&S committees (%)

Service Providers

26	Accidents
1.51	Fr
69	Sr
2	Fatal accidents
340,277	Volume of OH&S training (hours)

NORTH AMERICA

Employees

2	Accidents
1.81	Fr
9	Sr
1,313	Volume of OH&S training (hours)
51	Employees represented in OH&S committees (%)

Service Providers

2	Accidents
0.88	Fr
15	Sr
1	Fatal accidents
4,819	Volume of OH&S training (hours)

REST OF EUROPE

Employees

0	Accidents
0	Fr
0	Sr
7,243	Volume of OH&S training (hours)
68	Employees represented in OH&S committees (%)

Service Providers

5	Accidents
5.04	Fr
420	Sr
337	Volume of OH&S training (hours)



OCCUPATIONAL HEALTH AND SAFETY POLICY

The occupational health and safety (OH&S) of all those who contribute to the pursuit of EDP Group's activities, employees and service providers, contractors or subcontractors, is deemed a key value and a priority for our success as a business Group.

It is a management commitment to pursue and build on a positive safety culture, in which every employee, service provider and supplier is engaged, and to promote it among the communities and all those who could be affected by the normal conduct of our activities.

Safety is an integral part of the service and product quality of the companies within the EDP Group.

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 healthy and safe working environment, by guaranteeing compliance with legislation as the minimum acceptable level;
- Promoting the training and information of employees on activity-related risks, raising their awareness to the need to comply with safety standards;
- Protecting facilities and equipment by adopting the best techniques, combined with monitoring and updating of operating procedures in order to eliminate or minimize risks to employees, service providers and all third parties who might come into contact with the EDP group's infrastructures.

The efficacy of the safety policy and the continuous improvement of the Group in the area of health and safety at work must be achieved with the involvement of all management levels and the support and contribution of all employees, service providers, suppliers and stakeholders. To this end, EDP requires all of its service providers to adopt practices in line with the principles of this policy.

This Occupational Health and Safety policy and the approved principles apply to all EDP Group companies.

GUIDELINES FOR OCCUPATIONAL HEALTH AND SAFETY PRACTICE WITHIN THE EDP GROUP

1. Safety - understood as health and safety at work - is an integral part of the activity of the EDP Group companies and is reflected in every decision related to design, construction, operation, HR management, procurement, customer relations, supplier relations and the public at large.
2. Safety is an attitude and willingness that is inherent in everyone's activity and expressed at all times out of respect for and compliance with the applicable legal requirements, standards, rules and procedures, and the initiative and contribution to its improvement.
3. Safety is a building block in line management, with line managers being responsible for enforcing regulations, undertaking a visible, permanent personal commitment, promoting training and information for their employees and controlling the working environment.
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 service providers, as applicable, so as to identify and address, in the preparation of the work, all risk situations that should converge to achieve acceptable levels of risk. If a job cannot be performed safely, it must not be carried out or must be suspended.
6. The systematic investigation and analysis of incidents - accidents and near-misses - and identification of lessons learned are essential conditions for continuously improving the prevention of accidents at work and occupational illnesses.
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 ignored 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 urgent service can justify endangering a person's life!

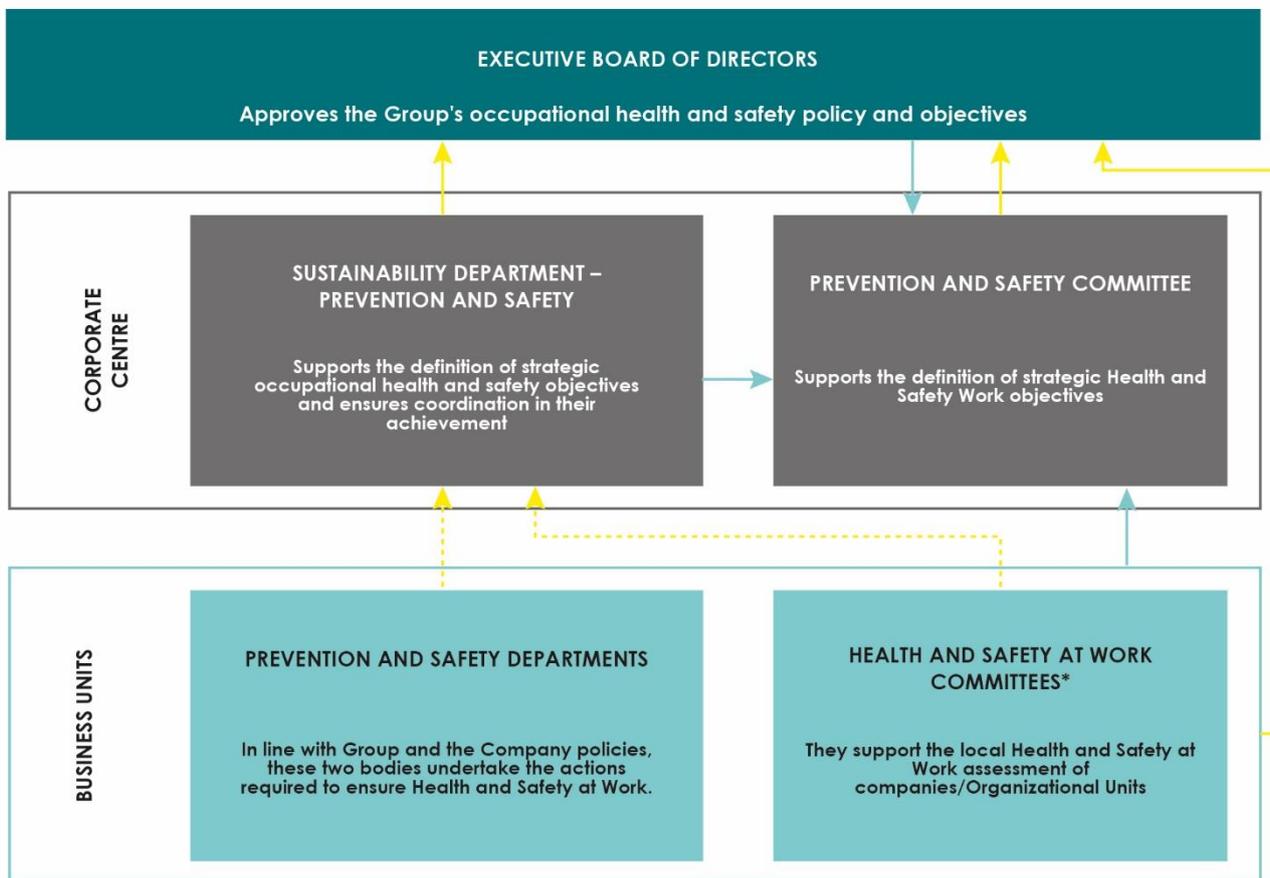
01 OH&S ORGANISATION

Health and Safety at Work Policy within the EDP Group demonstrates its commitment to a model of Health and Safety Work Management based on continuous 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 health and safety at work 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 labor risks lies with the top managers of the business management units and is part of the hierarchical chain.

Strategic coordination actions are ensured by a corporate structure (Sustainability Department - Prevention and Safety area) that supports the Executive Board of Directors and the Prevention and Safety Committee in defining strategic objectives and assessing results. In turn, OH&S services in every Business Unit adopt the initiatives proposed and agreed locally.

With regard to occupational health, the internal medicine at work department is responsible for monitoring workers' health through medical exams, by promoting health and by checking conditions in the workplace and of first-aid equipment.



* Includes workers' representatives

1.1 OH&S MANAGEMENT SYSTEMS

1.1.1 EDP'S CORPORATE SAFETY MANAGEMENT SYSTEM

To better manage the strategic objectives of its Health and Safety Work Policy, EDP has adopted a Corporate Safety Management System (CSMS) which follows the ILO-OHS 2001 recommendation of the International Labour Organisation, and the model provided by reference standard OHSAS 18,001:2007, reinforcing the principle that Health and Safety Work issues are managed according to common, transversal criteria within EDP Group companies.

Locally, each Business Unit adopts the Corporate Management System directly or uses it as a reference to develop its own safety management system, specific to or integrated into environment and/or quality, aspects, depending on its activity.



1.1.2 SAFETY CERTIFICATIONS

In 2018, the EDP Group had a total of 5. employees covered by OHSAS 18001:2007 certifications, a year on year increase of 22% distributed as shown in the table below:

GEOGRAPHY	EMPLOYEES COVERED (#)	EMPLOYEES COVERED (%)
Portugal	1,742	28
Spain	1,691	99
Brazil	1,468	44
North America	309	51
Rest of Europe	145	72
EDP Group	5,355	44

The certification covers 96% of installed net power in production activities (Portugal 10,947MW, Spain 5,518MW, France/Belgium 480MW, Italy 144MW, Poland 418MW, Romania 521MW, Brazil 2,523MW e North America 5,163MW).

Objective 2019/2020

Obtaining 100% certification in the companies of the EDP Group with activities deemed high risk in terms of occupational health and safety.

Transition from OHSAS 18001: 2007 to ISO 45001: 2018.

1.2 OCCUPATIONAL RISK MANAGEMENT

The EDP Group has established and implemented processes for the identification of hazards, risk and opportunities assessment and for OH&S, according to the nature of the different activities carried out at EDP, legal requirements and other requirements, all stakeholders and best practices.

These proactive and continuous processes include the analysis of routine and occasional activities and of all persons who have access to the workplace (service providers and visitors) or who may be affected by EDP activities, the identification of new potential emergency hazards and situations, as well as the knowledge of past incidents, internal or external to EDP.

1.2.1 EMERGING RISKS

Significant changes in the world of work over the last decades have resulted in emerging occupational health and safety risks, with a focus on so-called psychosocial risks - such as stress, violence, harassment and intimidation - associated with problems in the workplace.

Ensuring a healthy work environment and promoting well-being, in addition to being a social responsibility factor of the organization, is an economic factor as it ensures that the organization performs effectively. Poor quality work and work environments lead to significant economic losses, due to a decrease in performance in carrying out the tasks or to absenteeism or associated health expenses. However, ensuring a healthy work environment promotes a positive image of the company and leads to the creation of high-quality and socially responsible management with positive effects on performance and competitiveness.

In order to evaluate the psychosocial risks to which its employees are exposed in the workplace, a protocol was developed between EDP and the Faculty of Psychology of the University of Lisbon, for the development of the "Study of Psychosocial Risks in EDP employees".

The study covered all EDP employees in Portugal, who were invited to participate, by completing an online questionnaire.

The study revealed that EDP employees in Portugal feel strongly supported by their bosses and colleagues, which translates into a healthy and respectful working relationship. Likewise, it revealed that there was no harassment by management and they emphasized a highly positive relationship with their line managers.

In conclusion, EDP Group employees can be considered to have reported manageable stress and satisfactory well-being in the performance of their work and may be considered to be working in a healthy professional environment.

Objective 2019

Presentation of the results to each company and production of an action plan.

02 MOST SIGNIFICANT ASPECTS AND ACTIVITIES UNDERTAKEN IN 2018

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 illnesses, and included training for EDP employees and service providers, the ongoing evaluation and control of labour risks and the implementation of an internal and external inspection and audit programme of EDP facilities and works.

The Safety at Work Actions Operating Plan (SWAOP) sets forth the commitments and initiatives undertaken by the Business Units (BU) for implementation of the 4 priority areas in matters of Prevention and Safety approved for 2018/19:

1. Review / enhance management commitments;
2. Reduce the likelihood of serious accidents by analysing dangerous situations and near-accidents;
3. Reinforce preventive management of the procurement chain;
4. More rigorous work inspections with evaluation, performed by the Company or contracted teams.

These priorities were established at 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.

This action plan was monitored quarterly by senior management.

As activities to be developed for 2019 in the EDP Group, with a view to reinforcing safety culture, the actions associated with behaviours are highlighted, as well as actions to encourage and facilitate the preventive management of service providers, the proposal to create performance indicators associated with the results of safety at work and the prevention and control of psychosocial risk factors.

Following the high number of serious accidents in 2018, a set of actions were identified to promote a cross-cutting safety culture to contribute to a reduction in fatal accidents. These actions, to be implemented in 2019, include:

1. Managerial commitment to HSW;
2. Behaviours, preventive activities and learning from mistakes;
3. Streamlining, digitizing and standardizing HSW processes in the EDP Group;
4. Skills;
5. Communication and involvement;
6. HSW management in contracts with ESPs.

2.1 EMPLOYEES AND SERVICE PROVIDERS TRAINING

[EU18]

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 service providers in matters of occupational safety.

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.

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;
- 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 service providers 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 service providers undertake jointly with EDP employees complementary actions on safe behaviour and specific risk prevention in certain activities or facilities.

In 2018, training delivery on Health and Safety at Work for EDP employees relied on an extensive programme comprising:

**416,048
TRAINING HOURS**

**29,123
EMPLOYEES AND
CONTRACTORS**

GEOGRAPHY	NO. OF COURSES	EMPLOYEES INVOLVED	HOURS OF TRAINING	HOURS OF TRAINING / EMPLOYEES
Portugal	494	6,505	24,891	3.83
Spain	456	2,877	11,383	3.96
Brazil	155	2,467	25,300	10.26
North America	64	194	1,313	6.77
Rest of Europe	198	1,985	7,243	3.65
EDP Group	1,367	14,028	70,131	5.00

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

With regard to service provider training and awareness raising provided to service provider employees, 17,391 actions related to Health and Safety at Work were delivered, involving 15,095 employees, totaling 345,917 hours, as detailed in the table below.

GEOGRAPHY	NO. OF COURSES	EMPLOYEES INVOLVED	HOURS OF TRAINING	HOURS OF TRAINING / EMPLOYEES
Portugal	1,297	4,423	375	0.08
Spain	53	445	109	0.24
Brazil	14,469	6,967	340,277	48.84
North America	1,541	2,807	4,819	1.72
Rest of Europe	31	453	337	0.74
EDP Group	17,391	15,095	345,917	22.92

2.2 EMERGENCY PREPAREDNESS AND RESPONSE

In management of emergency situations, 618 drills were carried out across the EDP Group (172 in Portugal, 82 in Spain, 148 in Brazil, 87 in the USA and 129 in other geographies), covering various industrial facilities and ongoing works, whose aim was to test the effectiveness of the respective emergency plans.

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

In addition to the above training, 370 training actions on first aid were delivered to EDP employees and contractors, involving:

GEOGRAPHY	NUMBER OF FIRST AID ACTIONS	EMPLOYEES INVOLVED ATTENDANCES
Portugal	22	182
Spain	33	246
Brazil	40	927
North America	269	305
Rest of Europe	6	24
EDP Group	370	1,684

2.3 PARTICIPATION AND CONSULTATION

[GRI 403-1, GRI 403-4]

2.3.1 EMPLOYEES REPRESENTATION

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

The representation of workers in matters of Health and Safety at Work is ensured by Workers' Committees and Subcommittees at each business unit. Accordingly, the Joint Committees and Subcommittees, which meet at a frequency decided by them, collect information from employees at various operational levels in matters of occupational health and safety.

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.

GEOGRAPHY	NUMBER OF ELECTED REPRESENTATIVES	% OF WORKERS REPRESENTED	No. OF MEETINGS HELD
Portugal	68	87	48
Spain	16	67	54
Brazil	111	100	276
North America	39	51	1,144
Rest of Europe	14	68	11
EDP Group	248	87	1,533

2.3.2 OH&S TOPICS COVERED IN FORMAL AGREEMENTS WITH TRADE UNIONS

Depending on each country's legislation and the existence of collective bargaining agreements, these, where they exist, cover in principle 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.

2.4

OH&S MANAGEMENT THROUGH THE SUPPLY CHAIN

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

The performance of our Service Providers (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 by using criticality criteria. 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 (OH&S) are embedded as a decisive factor. In this area, EDP has the following mechanisms to regulate the activity of its SPs with regard to OH&S:

- During the registration and selection processes of suppliers, information is requested from companies for the review and evaluation of the most relevant OH&S 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 OH&S performance of SPs 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 OH&S performance of SPs 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 2018, 570 Suppliers (Companies) and 2,256 purchase orders were formally evaluated (in terms of safety) at EDP Portugal through the Supplier Evaluation System.

Objective 2019/2020

Implementation of a document management platform for occupational health and safety requirements for suppliers.

2.5 SAFETY AUDITS

The EDP Group annually undertakes, by agreement with the various business units, a broad programme of occupational health and safety audits covering construction, maintenance or demolition of production buildings or infrastructures, distribution of electricity or gas and operational activities of energy marketing and services, including EDP employees and service providers.

Depending on their nature and reach, these audits may take the form of management system audits, technical audits or inspection. In addition to these, the EDP Group is subject annually to a substantial number of external audits connected with the certification of its safety management systems and the inspection activity of external entities, such as insurers or government agencies.

**53,609
SAFETY AUDITS**

THE TABLE BELOW SUMMARISES THE AUDITS PERFORMED IN 2018:

GEOGRAPHY	NO. OF AUDITS CONDUCTED BY EXTERNAL ENTITIES	NO. OF INTERNAL AUDITS	NO. OF INTERNAL AUDITS CONDUCTED ON SPs	NO. OF SP AUDITED
Portugal	31	1,289	11,056	289
Spain	5	5	4,430	398
Brazil	10	18	34,830	145
North America	23	23	1,027	10
Rest of Europe	4	97	834	45
EDP Group	73	1,432	52,177	887

2.6 ELECTROMAGNETIC FIELDS

Exposure to electromagnetic fields is a subject that EDP has been monitoring since the first studies undertaken and concerns announced by the ICNIRP (*International Commission on Non-Ionizing Radiation Protection*) regarding their possible effects on people's health.

With the transposition into Portuguese and Spanish law of Directive 2013/35/EU of 26 June, stipulating minimum requirements for the protection of workers against risks to health and safety and workers who may be exposed to electromagnetic fields during their work, a Working Group has been set up in which companies from the various fields affected by the issue participate.

The aim of the working group is to make use of the synergies within the EDP Group and involve the companies in developing the actions necessary to meet the requirements stipulated for the protection of human health.

During the course of 2018 the companies of the EDP Group in Portugal and Spain planned and conducted a risk assessment of workers exposed to electromagnetic fields. In 2019 the results will be analysed and actions will be defined to develop the production of informative and training content for health monitoring.

2.7 PROTECTIVE EQUIPMENT

2.7.1 MECHANICAL PROTECTIVE FOOTWEAR

In 2018 a new Framework Agreement on Mechanical Protection Footwear was signed for the next 3 years. Five models, two shoes and three boots won awards, to cover all the risks to which workers are exposed in the Business Units (BU).

As in previous tenders, these awards were made taking account of the preferences of BU staff, including the workers' representatives on the Safety Committees and Subcommittees.

2.7.2 WORKWEAR

In 2017, together with EDP/DSS-PS, EDP Spain/PLR and EDP Valor/UPG, Global Procurement Unit, the specifications for the work clothing tender were drawn up with the objective of creating a Framework Agreement for EDP Group companies in Europe. EDP technically defined the models most appropriate to the activities of the business units, based on the history of previous contract and consultation with employees. The technical specifications defined for workwear took account of the type of work performed by employees and the regulatory recommendations of the sector.

In 2018, two showrooms were held in Lisbon and Oviedo to display the models sent by the suppliers. The models that went to the field testing stage were selected with the participation of workers and workers' representatives.



2.8 COMMUNITY ACTIVITIES

In partnership with fire brigades, training and secondary schools, business associations and trade unions, the EDP Group hosted a total of 1,306 intervention actions (meetings, visits and participation in the final exchanges of Bernardino Machado and INTEP schools as part of the Energy Sharing project, plus participation in anniversaries and activities of local groups).

Note, too, that Wind Farms, Power Generation Plants and EDP substations and distribution network transformer stations are considerably sought after by schools and recreational associations for study visits. These visits are always preceded by an awareness-raising and briefing session on the generation and distribution of electrical power and the precautions to adopt in the vicinity of electrical infrastructure.

2.9 WORKERS' HEALTH PROMOTION

[GRI 403-3; 403-2]

2.9.1 OCCUPATIONAL 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 Health and Safety at Work and Internal Accident Prevention Committees, and in the implementation of a range of preventive campaigns.

In its contractual conditions, EDP 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 believing that every worker is appropriately monitored.

During 2018, the EDP Group carried out 9,672 medical examinations, 1,028 consultations with employees on nutrition and smoking cessation schemes, 2,006 cardiovascular screenings and 3,826 vaccination programmes for influenza, hepatitis B and yellow fever, covering 3,582 employees.

The EDP Group monitors and follows up the occurrence of occupational diseases. In 2018, 3 cases of occupational illness with incapacity and 2 without incapacity were registered in Portugal.

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.

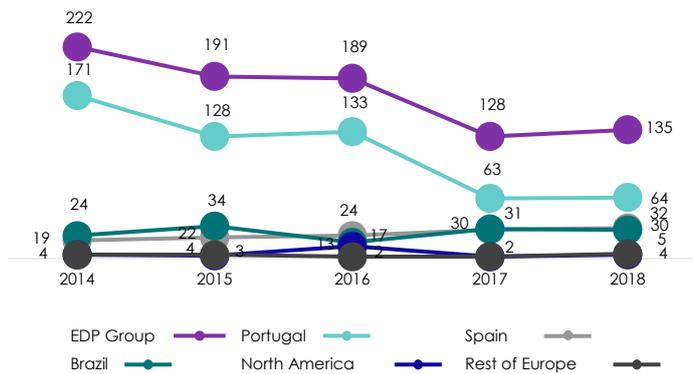


03 OH&S SUMMARY NUMBERS

[EU17; EU25; GRI 403-2]

In the EDP Group there were 135 work accidents (including both EDP and external service providers (ESP)) - a slight increase of 5% from 2017 and, hence, in the frequency index (Tf) (2.11 Vs. 2.03 in 2017, accidents per million hours worked); During 2018, there were 2 fatal accidents involving EDP's own employees (electric shock and crushing) and 5 involving service providers (fall from height, interaction with objects, electric shock and violence)..

EMPLOYEES + CONTRACTORS ACCIDENTS AT WORK



ACCIDENTS AT WORK AND ACCIDENT RATES - SUMMARY TABLE 2018

	EDP GROUP	PORTUGAL	SPAIN	BRAZIL	NORTH AMERICA	REST OF EUROPE
EDP EMPLOYEES						
Accidents at work (1)	27	17	4	4	2	0
Fatal accidents	2	2	0	0	0	0
Total lost days due during the period (2)	2,352	1,636	331	375	10	0
Frequency rate (Fr) (3)	1.36	1.84	1.36	0.60	1.81	0.00
Incidence rate (Ir) (4)	2.39	3.01	2.34	1.21	3.32	0.00
Severity rate (Sr) (5)	110	158	112	57	9	0
Occupational diseases	5	5	0	0	0	0
Occupational sickness rate (with incapacity)	0.14	0.29	0.00	0.00	0.00	0.00
CONTRACTORS						
Accidents at work	101	43	28	24	1	5
Fatal accidents	5	2	0	2	1	0
Total lost days due during the period	4,936	2,430	871	1,184	34	417
Frequency rate (Fr)	2.50	2.77	4.87	1.51	0.88	5.04
Incidence rates (Ir)	4.93	5.47	9.63	2.99	1.74	9.96
Severity rate (Sr)	116	149	152	69	15	420
Total days worked	5,588,958	2,138,969	755,781	2,264,340	299,297	130,570
EDP EMPLOYEES + CONTRACTORS						
Accidents at work	128	60	32	28	3	5
Fatal accidents	7	4	0	2	1	0
Total lost days due during the period	7,288	4,066	1,202	1,559	44	417
Frequency rate (Fr)	2.11	2.41	3.68	1.26	1.18	3.71
Incidence rates (Ir)	4.01	4.40	6.93	2.50	2.28	7.10
Severity rate (Sr)	114	153	138	65	13	309
NEAR-MISSES SITUATIONS						
FATAL ELECTRICAL ACCIDENTS INVOLVING THIRD PARTIES	413	112	41	102	135	23
FATAL ELECTRICAL ACCIDENTS INVOLVING THIRD PARTIES						
	7	0	0	7	0	0

(1) Accidents occurring in the workplace during working hours or commuting, with more than one day's absence (includes fatal accidents).
 (2) Sum of number of (calendar) days' absence resulting from accidents at work during the period plus number of days lost due to accidents in the previous period which extended into the period in question. The lost time is measured from the day following the day of the accident, until the day before the return to work.
 (3) Number of work accidents in service, with absence / fatality, per million hours worked, in the period in question.
 (4) Number of work accidents in service, with absence / fatality, per thousand employees, in the period in question.
 (5) Number of (calendar) days lost due to work accident, per million hours worked, in the period in question.

3.1 EDP GROUP

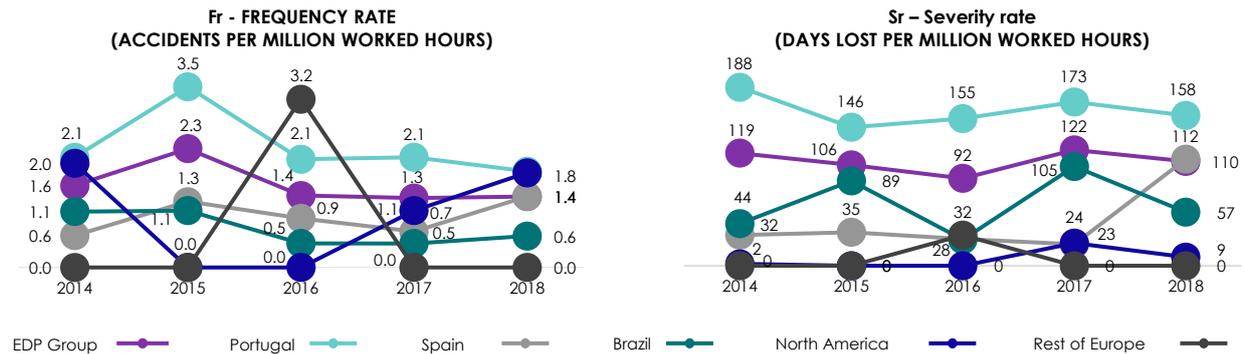
3.1.1 EDP GROUP: EMPLOYEES

ACCIDENTS AT WORK AND ACCIDENT RATES - SUMMARY TABLE

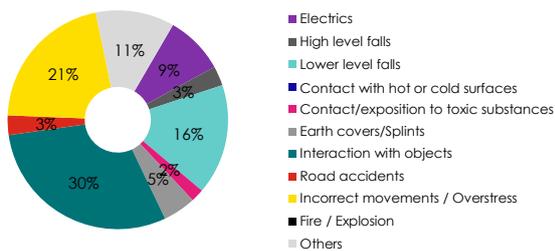
CHANGE IN THE MAIN INDICATORS BY GEOGRAPHICAL AREA		ACCIDENTS	ACCIDENTS WHILST COMMUTING	Fr	Ir	Sr	TSR	DAYS' LOST
EDP Group	2018	27+2F	28+1F	1.36	2.39	110	678	2,352
	2017	28	35	1.33	2.31	122	409	2,574
	Δ	4%	-17%	2%	3%	-9%	66%	-8%
Portugal	2018	17+2F	10	1.84	3.01	158	1,334	1,636
	2017	22	21	2.11	3.40	173	177	1,801
	Δ	-14%	-52%	-13%	-12%	-8%	>100%	-9%
Spain	2018	4	2	1.36	2.34	112	112	331
	2017	2	5	0.69	1.18	23	23	66
	Δ	>100%	-60%	97%	98%	>100%	>100%	>100%
Brazil	2018	4	11+1F	0.60	1.21	57	57	375
	2017	3	8	0.46	0.92	105	1,021	685
	Δ	33%	50%	32%	32%	-46%	-94%	-45%
North America (Canada, USA, Mexico)	2018	2	2	1.81	3.32	9	9	10
	2017	1	0	1.09	1.96	24	24	22
	Δ	>100%	>100%	67%	69%	-62%	-62%	-55%
Resto of Europe (Romania, Italy, UK, Poland, France and Belgium)	2018	0	3	0.00	0.00	0	0	0
	2017	0	1	0.00	0.00	0	0	0
	Δ	-	>100%	-	-	-	-	-

F - Fatal

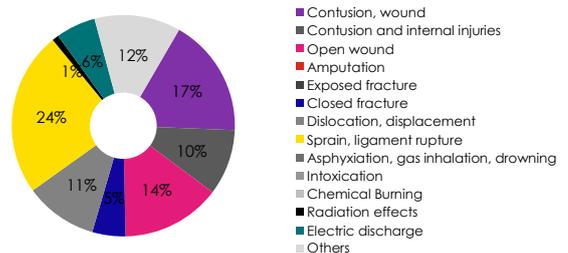
ACCIDENT RATE - GRAPHICS



ACCIDENT TYPE



INJURY TYPE



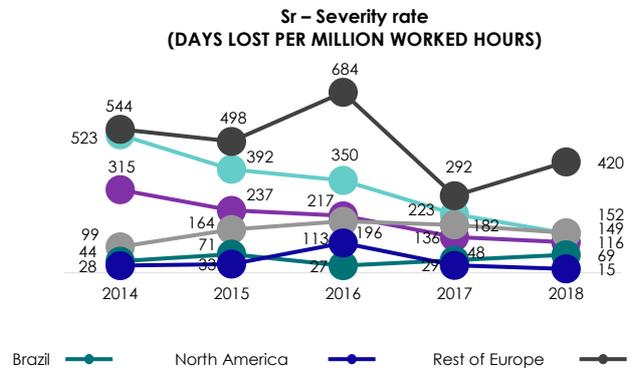
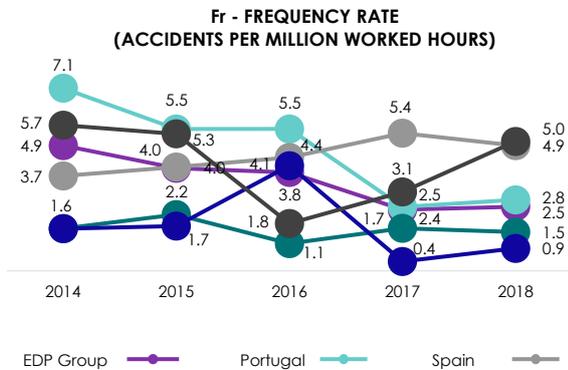
3.1.2 EDP GROUP: CONTRACTORS

ACCIDENTS AT WORK AND ACCIDENT RATES - SUMMARY TABLE

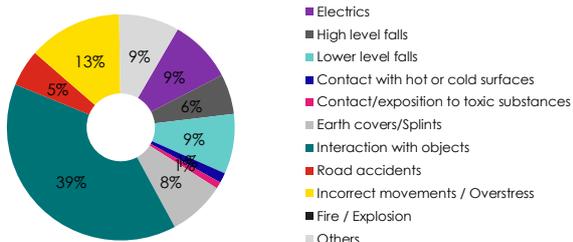
CHANGE IN THE MAIN INDICATORS BY GEOGRAPHICAL AREA		ACCIDENTS	Fr	Ir	Sr	TSR	DAYS' LOST
EDP Group	2018	101+5F	2.50	4.93	116	894	4,936
	2017	96+4F	2.38	4.71	136	714	5,702
	Δ	6%	5%	5%	-15%	25%	-14%
Portugal	2018	43+2F	2.77	5.47	149	890	2,430
	2017	41	2.49	4.92	223	239	3,669
	Δ	10%	11%	11%	-33%	>100%	-34%
Spain	2018	28	4.87	9.63	152	152	871
	2017	28	5.36	10.59	182	182	949
	Δ	-	-9%	-9%	-19%	-19%	-10%
Brazil	2018	24+2F	1.51	2.99	69	940	1,184
	2017	24+4F	1.66	3.28	48	1,469	816
	Δ	-7%	-9%	-9%	42%	-36%	45%
North America (Canada, USA, Mexico)	2018	1+1F	0.88	1.74	15	2,653	34
	2017	1	0.37	0.73	29	29	78
	Δ	>100%	>100%	>100%	-48%	>100%	-56%
Resto of Europe (Romania, Italy, UK, Poland, France and Belgium)	2018	5	5.04	9.96	420	420	417
	2017	2	3.07	6.07	292	292	190
	Δ	>100%	64%	64%	44%	44%	>100%

F - Fatal

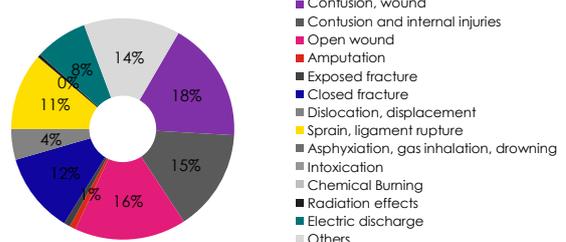
ACCIDENT RATE - GRAPHICS



ACCIDENT TYPE



INJURY TYPE



3.1.3 GRUPO EDP: EMPLOYEES + CONTRACTORS

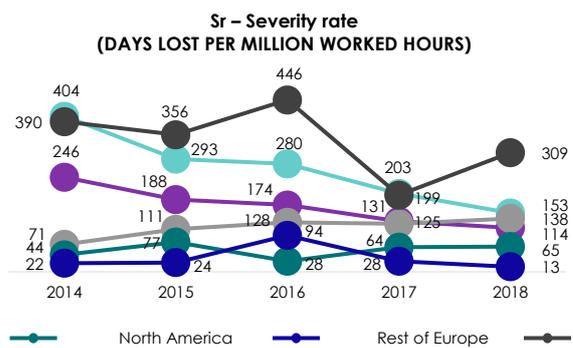
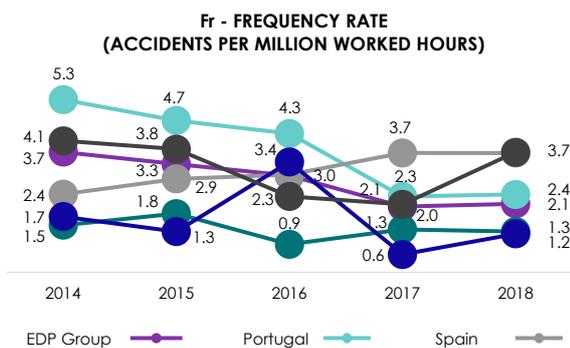
ACCIDENTS AT WORK AND ACCIDENT RATES - SUMMARY TABLE

CHANGE IN THE MAIN INDICATORS BY GEOGRAPHICAL AREA		ACCIDENTS	Fr	Ir	Sr	TSR	DAYS' LOST
EDP Group	2018	128+7F	2.11	4.01	114	822	7,288
	2017	124+4F	2.03	3.84	131	612	8,276
	Δ	5%	4%	5%	-13%	34%	5%
Portugal	2018	60+4F	2.41	4.40	153	1,063	4,066
	2017	63	2.34	4.25	203	215	5,470
	Δ	2%	3%	3%	-25%	>100%	-26%
Spain	2018	32	3.68	6.93	138	138	1,202
	2017	30	3.69	6.91	125	125	1,015
	Δ	7%	-	-	11%	11%	18%
Brazil	2018	28+2F	1.26	2.50	65	694	1,559
	2017	27+4F	1.32	2.62	64	1,344	1,501
	Δ	-3%	-5%	-5%	2%	-48%	4%
North America (Canada, USA, Mexico)	2018	3+1F	1.18	2.28	13	1,789	44
	2017	2	0.55	1.06	28	28	100
	Δ	>100%	>100%	>100%	-53%	>100%	-56%
Resto of Europe (Romania, Italy, UK, Poland, France and Belgium)	2018	5	3.71	7.10	309	309	417
	2017	2	2.10	4.06	199	199	190
	Δ	>100%	77%	75%	55%	55%	>100%

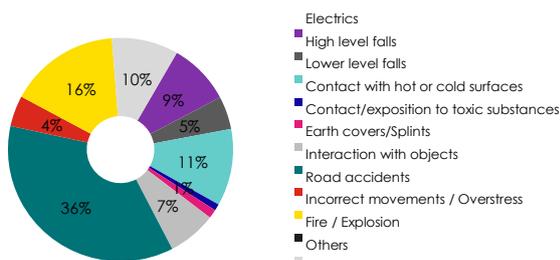
F – Fatal

For the EDP Group, the issue of prevention and the safety of people is important because it is an issue that has a direct impact on people's lives. Thus, the risks arising from activities, as well as those associated with facilities and equipment, are identified. In 2018, there were 7 fatal accidents with an electrical source affecting third parties (non-EDP employees) in EDP Group facilities or equipment. These accidents occurred largely in the course of civil construction activities that led to contact between machines/work equipment and live power lines, and unauthorized access to live facilities/equipment.

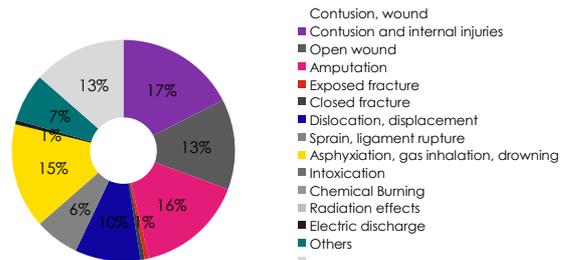
ACCIDENT RATE - GRAPHICS



ACCIDENT TYPE



INJURY TYPE



3.2 FATAL ACCIDENTS IN THE EDP GROUP

- An unknown man approached the security guard at gatehouse of the Pecém Thermal Power Station and fired several shots with a firearm, killing the guard.
- The worker was going to attach a cable at a height of 6 metres and suddenly fell, which caused his death.
- When lifting a metal support with the help of a crane truck, the load suddenly swayed and hit the worker, causing him to fall and hit the back of the truck.
- The worker was setting the Public Lighting controls on the Low Voltage General Board when he was hit by an arc discharge that left him with fatal burns.



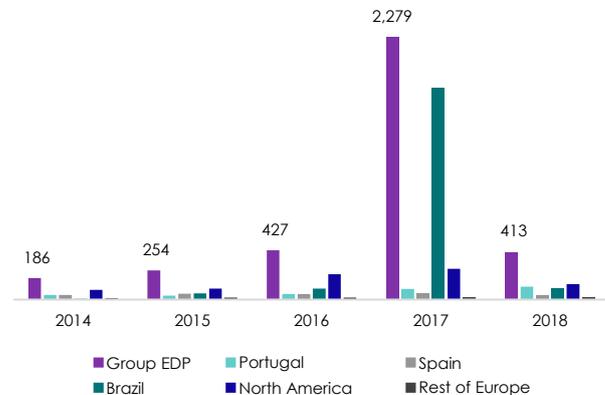
- The worker was positioned on the step to the trailer and was handling the remote to load a mechanical stabilizer, when he lost his balance and fell to the ground. His fall triggered the remote control which caused the mechanical stabilizer to fall on top of him.
- The worker was removing conductors from the LV network, to make it safe for workers felling trees for a contractor working for the local council. Suddenly, in the felling operation taking place about 100 metres away, a tree fell on a conductor and the three supports fell, one of which hit the worker, causing his death.
- The worker climbed up the support and when he went to put the fuse in cut-out in the medium voltage network, an arc discharge hit him, causing his death.

3.3 NEAR-MISSES SITUATIONS

For EDP, the knowledge, analysis and correction of near-misses is an essential tool for achieving the risk reduction and personal injury goals and targets in the operations carried out in the group companies.

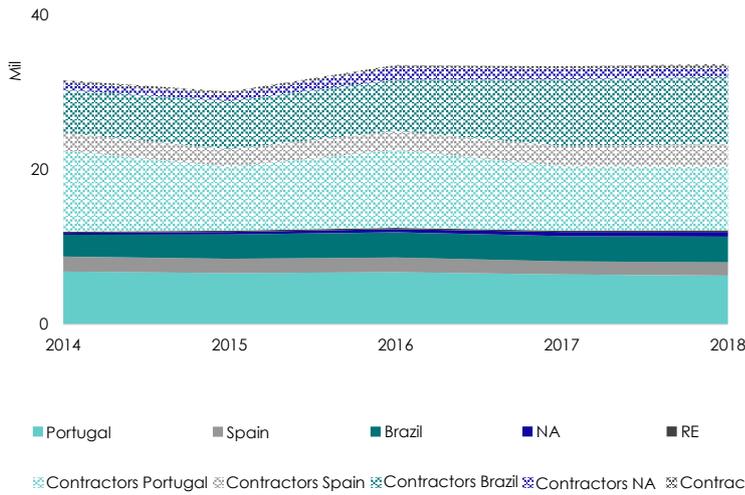
The reduction in Brazil results from the count no longer taking account of hazardous conditions. It only includes situations in which there was an event.

413 Near-accident situations were reported in EDP Group companies during 2018.



3.4 WORKERS AVERAGE NUMBER

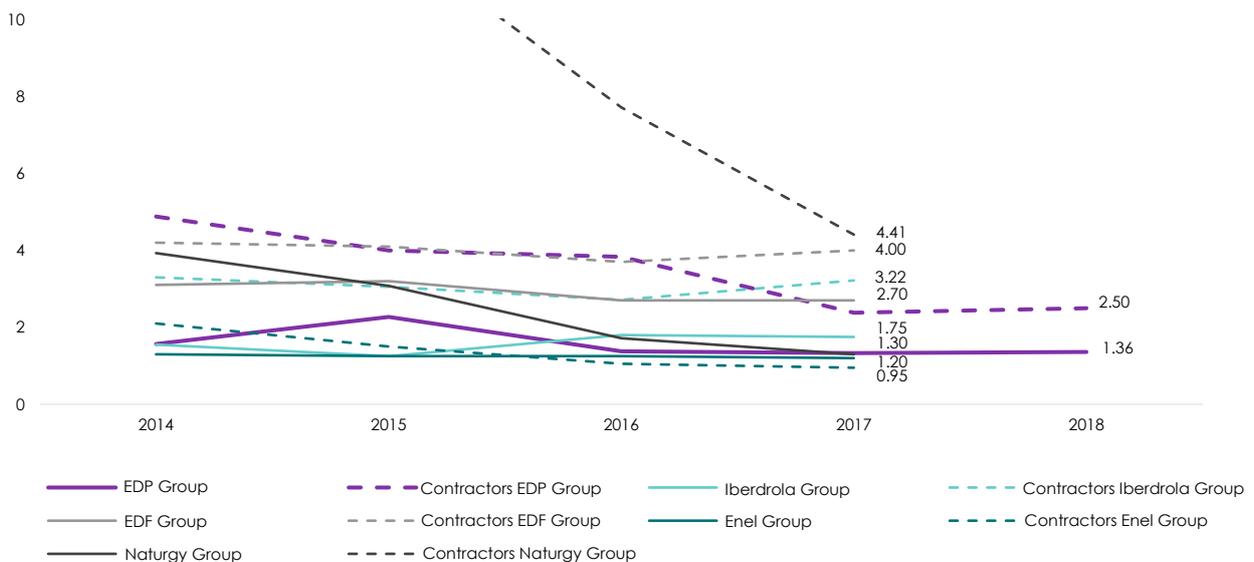
The following graph represents the equivalent workforce (EWF) in the EDP Group, with the SPs values calculated from the number of hours worked, in light of the hours worked in EDP.



WORKERS AVERAGE NUMBER 2018		
	EDP GROUP	CONTRACTORS
Portugal	6,320	8,277
Spain	1,713	2,907
Brazil	3,310	8,709
North America	603	1,151
Rest of Europe	202	502

3.5 BENCHMARKING – FREQUENCY RATE

EDP GROUP AND COUNTERPART COMPANIES*



* Values from Sustainability Reports and Annual Reports.

04 SHARING GOOD PRACTICES WITHIN THE EDP GROUP

Sharing experiences and information on the most relevant projects in occupational safety issues between the EDP Group companies and regions is an important tool for enhancing a widespread, cross-cutting take-up of existing best practice.

Workplace health and safety is regarded as a materially relevant topic as it directly affects the creation of value for the EDP Group. Hence, every year comprehensive corporate actions, which encompass all geographical areas, are identified and addressed, with the aim of:

- Reducing accidents to ESP 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 2018:

EDP DISTRIBUIÇÃO: SAFETY MEETING 2018

The 2018 Safety Meeting, under the theme "Greater Safety in the Grid", focused on the themes of Digitization, People and Cybersecurity, and was attended by employees and service providers.

This meeting, organized by the Directorate of Human Resources and Directorate of Dispatch and Driving, was an opportunity to raise the awareness of employees and service providers on the importance of Safety in the Company's activity. The target is zero accidents.

João Marques da Cruz, an EDP Director, started the session with an overview of the year and by looking to the future with a focus on the safety of technicians in the field and the quality of the distribution network.

Jorge Santiago Pires, from the Directorate of Environment, Sustainability and Business Continuity, reviewed Prevention and Safety activities in the first half of 2018, with a presentation of the data on safety at EDP Distribuição. He spoke about the various initiatives and solutions to reduce accidents in the field.

As safety is a cross-cutting issue for several companies, the meeting was attended by Virgílio Belo, Air Traffic Controller, Responsible for NAV's Safety Incidents Evaluation Unit, José Almeida, Maintenance Engineer at TAP AIR Portugal, Head of the Fleet Airworthiness Engineering Division, Bruno Magalhães, rally driver and Hugo Magalhães, rally co-pilot, who shared their experiences and safety practices in the air and on the ground.

João Torres, Chairman of the Board of Directors of EDP Distribuição, closed the session with an emphasis on the importance for those present of thinking about themselves and their teams, in order to generate continuous improvement in prevention and safety in EDP's work. He also said that digitization is a reality and new technologies must be incorporated into everyday life.

EDP PRODUÇÃO OUR ATTENTION IS THE BEST FORM OF SAFETY.

To achieve the 2016 accident rate objective it was necessary to act quickly to prevent further accidents. In this context, the Attention + programme was launched with the aim of promoting safe behaviours at EDP Produção. This programme, lasting approximately two years, has promoted changes in the perception of safety throughout

EDP Produção, with specific training for managers and other employees, the definition of new safety indicators, specific reporting incentives for managers and other employees, the definition of new safety indicators, incentives to report near-misses and hazardous situations, among other initiatives. After two years it can be concluded that the programme was a success, with results demonstrated through several indicators.

This project was implemented in partnership with DuPont for about two years and is now coming to an end.

The implementation of this project began with a diagnosis of EDP Produção's safety culture through:

- Data, analysis and documentation;
- Survey of all employees and regular service providers on their perception of safety culture;
- Interviews with production and works centres;
- Workshops and coaching sessions with senior management.

This diagnosis led to an EDP Produção position report on safety culture and an action plan. At the same time, training and coaching programmes were developed. These included:

- Coaching sessions for EDP Produção's Board of Directors to develop safety skills;
- Leadership and risk prevention sessions for all EDP Produção leaders, developed on the basis of the results of the diagnosis;
- STOP programme for all EDP Produção leaders, focusing on dialogue between managers and employees with an emphasis on the behaviours observed (Preventive Safety Observations);
- "The Risk Factor" training for all EDP Produção employees, with the aim of raising awareness and preventing risks.

The main objectives of this programme were: (i) to leverage the reporting of incidents (accidents and near-misses) and hazardous situations; (ii) to put tools in place to allow safe behaviours to be monitored and (iii) to establish a set of Workplace Safety performance preventive indicators to be used as the basis for the annual performance evaluation of the Organizational Units in Prevention and Safety.

At the end of these two years, EDP Produção has come a long way in terms of the safety of its employees, regular service providers and facilities. Attention + has led to major changes in the perception of safety in EDP Produção, with very positive results.

EDP VALOR: BUILDING A CULTURE OF PREPARATION

The building at Av. José Malhoa 25, Lisbon, registered office of EDP Imobiliária and EDP Valor, was the venue for a regular evacuation drill, held on 2 October, which fulfilled the expected objectives and was an opportunity to prepare people for emergency situations.

The drill took place without the prior knowledge of the occupants and the evacuation team of the building, and was supervised by the Public Security Police (PSP), with the participation of the Firefighters Regiment (RSB) in its planning and monitoring.

The drill was used to test the operation of the available means of protection, procedures, equipment and systems for responding to emergency situations and to evaluate the effectiveness of the human organization, provided by the evacuation team, whose task is to help people to leave the building to a safe outside point (meeting point).

ENVIRONMENT AND SAFETY MANAGEMENT IN EDP COMERCIAL AND EDP SOLUÇÕES COMERCIAIS



In recent years, EDP Comercial (EDPC) and EDP Soluções Comerciais (EDPSC) have experienced an increase in services rendered, which translates into greater operational activity through the collaboration of external bodies who are business partners. The occupational risks to which the Employees and Service Providers of these companies are exposed are a subject of concern. Health and Safety at Work (SST) must therefore be guaranteed in all activities undertaken. In addition, new equipment provided by the Organization to industrial and domestic customers requires environmental and occupational risk assessments, namely in the strategic thinking and planning phases

of the operations. Thus, in order to comply with corporate guidelines on sustainability and corporate social responsibility, in 2016 an Integrated Environmental and Safety Management System (SIGAS) was implemented and certified in EDPC, which in 2018 was extended to include management of the environment and the safety of activities carried out in EDPSC.

The implementation of SIGAS in EDPC and EDPSC in accordance with ISO 14001:2015 and ISO 45001:2018, in order to ensure environmental and occupational risk control in both organizations, was phased in from 2013, with the project being completed in November 2018. Between 2013 and 2014, the Environmental Management System (SGA) was implemented in EDPC, with a fundamentally strategic scope. Between 2014 and 2015, the scope of the SGA was broadened to include all activities undertaken in EDPC. In 2016, the SGA implemented in EDPC was transitioned according to the ISO 14001: 2004 benchmark for the new benchmark, ISO 14001:2015. At the end of 2016, the Safety Management component in the existing SGA was included, in accordance with OHSAS 18001:2007, thus forming the SIGAS of EDPC. The System was duly audited and certified by Lloyds Quality Register Assurance (LQRA) in October 2016, in accordance with the aforementioned benchmarks. In 2017, the System was consolidated and extended to include all activities undertaken in EDPSC. In 2018, all SIGAS components will be effectively implemented in EDPSC in order to guarantee the extension of the scope of the existing certification in EDPC, to include both companies, with ISO 14001:2015 and OHSAS 18001:2007 certification being obtained. At the end of 2018 the certification of both companies was transferred to ISO 45001: 2018, and EDP's entire Commercial Area was certified under ISO standards in environmental, safety and quality matters.

EDP RENOVÁVEIS - BEHAVIOUR-BASED SAFETY

During 2018, Erom, the company that provides O & M in several wind farms in Spain, launched the BBS programme. The main objective of BBS was to promote collective awareness of Safety through a preventive culture, by identifying safe behaviours and risky behaviours. The programme promoted the transformation of risky behaviours into safe behaviours.

During the programme, a set of behavioural observations were selected for monitoring in inspections performed by safety technicians. The different groups formed by technicians competed based on the wind farms to which they belonged.

The group with the highest score at the end of the programme was rewarded. In this way, working towards the same objective, all workers in each group sought to ensure that no worker was exposed to risky situations, which contributed to the team's results.

Given the good programme take-up, the intention is to repeat it in 2019, with the involvement of EDP's wind farm managers.

edp

WE LOVE ENERGY