

TITLE **SPECIFIC CORPORATE POLICY ON OCCUPATIONAL HEALTH AND SAFETY IN THE SNN GROUP**

PURPOSE Implementation and maintenance of an uniform system for coordination of occupational health and safety activities carried out at group level in order to achieve process' performance objectives derived from the company's strategic objectives, the use of an unitary standard of reporting and promotion of excellence in order to ensure the safety of staff, facilities and other stakeholders with regard to occupational health and safety risks, respect for human rights and sustainability requirements.

APPLICATION All SNN Group officers

- REQUIREMENTS**
- In carrying out occupational health and safety (OHS) activities, all applicable legal requirements will be observed, such as:
 - Law no. 319/2006 on occupational health and safety, as subsequently amended and supplemented;
 - Government Decision 1425/2006 for the approval of the methodological norms for the application of Law 319/2006 as subsequently amended and supplemented;
 - SR ISO 45001:2018 Occupational health and safety management systems. Requirements and guidelines for use;
 - Government Decision 355/2007 on workers' health surveillance
 - SNN SA Management System Manual, current revision.
 - Law 307/2006 on fire protection updated and amended.
 - Law 481/2004 on civil protection
 - OMAI 163/2007 "General fire protection rules".
 - OMAI 712/2005 "General provisions on the training of employees in the field of emergency prevention" amended and republished.
 - Order 1422/2012 "Regulation on the management of emergency situations generated by floods, dangerous weather phenomena, accidents at hydro-technical constructions, accidental pollution on water courses and marine pollution in coastal areas".
 - The prevention and protection process contains activities strongly regulated by both legal requirements and SNN's adherence to ISO 45001:2018 and WANO's responsibility policies, in this regard the following general responsibilities are assigned to each subsidiary in terms of prevention and protection process:
 - Ensuring occupational health and safety in all aspects of work;
 - Ensuring occupational health and safety risk assessment for all workplaces within the subsidiary;
 - Organization of the internal structure responsible for the management/coordination at subsidiary level of the prevention and protection process;
 - Developing prevention and protection policies in accordance with applicable legal requirements, SR ISO 45001:2018 and WANO responsibility policies;
 - Ensuring the system of information, training, consultation of workers on occupational health and safety;
 - Implementation of the general principles of prevention in the field of occupational health and safety at the level of each process in the organization, according to the provisions of Law 319/2006;
 - Providing the framework for the realization of operational coordination activities at group level in the prevention and protection functional area;

- Providing support and resources for the implementation and improvement of the Business Continuity Plan (BCP) at SNN Group level;
- Ensuring the implementation of the requirements of European Union standards in terms of sustainability and good corporate governance;
- Ensuring and supporting the improvement of the information system in terms of reporting, support, information relations between the entities of the SNN group in order to increase efficiency, reduce bureaucratic aspects, introduce in a unified way the computerization, BI technologies and attract organizational know how;
- Implementation of regular coordination meetings for analysing the performance of the process with the participation of the responsible persons from all companies of the SNN Group;
- Implementation of a Thematic Observation Program carried out by joint teams following the provisions of procedure OI-00-01 "Observation and guidance of management staff in Branches", and discussion of the Observation Report in the regular coordination meetings;
- Periodic publication of a Newsletter containing briefly events in the work system, best practices, lessons to be learned, details on performance standards applicable to the prevention and protection process, feedback from brainstorming actions or participation in symposia, workshops and thematic conferences;
- For the prevention and protection functional area, the following general measures are proposed to optimize the prevention and protection process:
 - Organizing joint brainstorming actions, seminars, conferences, courses that improve the performance of the prevention and protection process;
 - Mentoring and or coaching actions, training of young specialists for the nuclear energy industry, specialized in the prevention and protection functional area;
 - Attracting specialized advice where appropriate;
 - Initiating projects to improve the national and EU legislative framework in the field of prevention and protection;
 - Development of policies on psycho-socio-professional aspects and mental health surveillance in a unified way at SNN group level.

ASSOCIATED
PROCEDURES

N/A

EFFECTIVE DATE

On the date of approval

APPROVAL

SNN Board of Directors