

Elenia's Occupational Health and Safety Policy

Our mission

Electrifying life

Our vision

The most responsible innovator of energy services and markets

Our values

Responsibility for the future | Close to the customer
Open and reliable cooperation | The courage to renew

Our strategic objectives are to earn our customers' trust, operate efficiently, renew the energy markets and services, enable the green transition, mitigate climate change and advance carbon neutrality. Our Code of Conduct and management system promote responsibility and sustainable development in everything we do.

Commitments

We are committed to preventing accidents and incidents in accordance with the principles of the Zero Accidents Forum. The Zero Accidents Forum is a network of workplaces the aim of which is the continuous development of occupational safety and well-being at work and the dissemination of good practices.

We are committed to the UN Global Compact project and comply with its Ten Principles, which concern human rights, labour, the environment and anti-corruption.

We are committed to promoting the UN Sustainable Development Goals (SDG) of our choice in our operations.

We are committed to reducing our emissions in accordance with the Science Based Target (SBTi) initiative, while complying with the Paris Convention to reach our Net Zero goal.

We are committed to promoting energy efficiency in our business operations and services by participating in the national Energy Efficiency Agreements programme.

We are committed to complying with the procedures and environmental programme required by the Green Office certificate granted by WWF.

Scope of application

This occupational health and safety system and policy, which is based on the ISO 45001 standard, applies to the Elenia Group companies. This policy outlines the objectives of our occupational health and safety efforts.

The occupational health and safety system is an integral part of Elenia's sustainable development and is reflected in our strategies, processes and everyday operations.

In line with our strategy, our objective is to maintain world-class safety standards, and we take safety and the environment into account in all of our decisions as part of our responsible network development and the development of new products and services. Elenia ensures that its employees and partners have a safe, healthy and motivating environment to work in.

Objectives, management and responsibilities

Elenia is committed to respecting and promoting the human rights of its employees and stakeholders in all its operations in accordance with internationally recognised human rights. This is also expected from our partners. We promote diversity, equality and participation.

We facilitate the everyday life of our customers and ensure society's security of supply and continuity of operations at all times. We make preparations for the scarcity and decreased availability of natural resources. We continuously monitor and increase the safety of our electricity network.

We promote the development of a safety culture and a "safety first" approach in all of our operations. The company's management and the entire personnel, as well as our network of partners, are all committed to the prevention of injuries and promotion of well-being at work by creating safe and healthy working conditions. Those in the managerial and supervisory positions lead by example in ethical and responsible business operations. Zero accidents is our goal.

We comply with laws, regulations and good governance, and expect the same from our partners. Bribery and receiving bribes are strictly prohibited in all oper-

ations. We have zero tolerance for the black economy. We are involved in developing safety in the industry.

We identify, assess and process the risks and opportunities related to Elenia's objectives in accordance with Elenia's risk management policy. Through risk management, we support the achievement of our objectives and ensure the continuity of our operations in all situations.

In all of our operations, we promote safety, health and well-being at work by setting objectives annually and by monitoring the implementation of the objectives in the spirit of continuous improvement.

We commit ourselves to taking care of our employees' safety and well-being at work by investing in the promotion of working capacity, occupational health care and a well-functioning working community.

We communicate openly about safety matters with our personnel, partners and, when necessary, customers and stakeholders.

We are committed to listening to and engaging with our employees, employee representatives and our partners in decision-making on matters related to occupational health, safety and well-being.

We are committed to the continuous improvement of our occupational health and safety management system and to assessing its suitability, adequacy and effectiveness.

Competence and proactivity

In addition to highly competent and professional employees, our safety work is based on safe equipment, processes and operating models as well as visible and effective safety management and supervision.

We encourage our employees and partners to increase their knowledge and commitment, as well as to take personal responsibility for health and safety matters in their daily work. We encourage and motivate our personnel and partners to openly report any safety incidents, so that they can be used as lessons learned and shared in order to prevent accidents.

We organise regular safety training, ensuring that all of our employees have the necessary knowledge, understanding and the ability to implement safe and healthy work practices.

As part of comprehensive risk management, we identify the risks and opportunities related to occupational health and safety and we are prepared for them in order to ensure the continuity of our operations. In our work, we – Elenia employees and external partners – assess safety risks every day.

With our partners, we promote and implement projects which are aimed at improving occupational health and safety in our operating environment.

Monitoring and follow-up

Through effective planning, we anticipate and prevent hazardous incidents and prepare to take appropriate action in response to any incidents.

We observe the achievement of our own and our partners' safety objectives. We report and investigate incidents and accidents and learn from them.

We continuously improve our operations and search for new opportunities to develop our processes. We evaluate our sustainability work annually against the Global Real Estate Sustainability Benchmark (GRESB).

Elenia is Finland's second-largest distribution system operator and the largest customer service provider in the energy sector in Finland. We see to the maintenance and renewal of the electricity network, build electricity networks and connections together with our partner companies, measure our customers' electricity consumption and forward energy data to electricity suppliers. Our service business provides customer service as well as diverse services related to the electricity market for the energy sector and other infrastructure companies.