

# Elenia's occupational health and safety policy

## Our mission

Electrifying life

## Our vision

The most responsible innovator of energy services and markets

## Our values

Close to the customer | Accountable partner  
Achieving together | Courage to renew

**Our strategic objectives are to earn our customers' trust, operating efficiently, the renewal of the energy markets and services and mitigating climate change. Our Code of Conduct and management system promote responsibility and sustainable development in everything we do.**

### Scope of application

This occupational health and safety system and policy, which is based on the SFS – ISO 45001:2018 standard, applies to Elenia Ltd and Elenia Network Plc. 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.

### Management and commitment

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 health impairment by creating safe and healthy working conditions. Zero accidents is our goal.

We comply with laws, regulations and standards of our industry and we anticipate future changes.

In all 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.

As part of our comprehensive risk management, we identify risks and opportunities related to safety and occupational health, prepare for them and ensure the continuity of our operations.

We continuously monitor and promote the safety of our electricity network.

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

We are committed to engaging our employees, employee representatives and, when necessary, 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 responsibility

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

We promote projects aimed at improving occupational health and safety in our operating environment.

### Proactive approach and follow-up activities

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.

*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.*