



ELENIA'S OCCUPATIONAL HEALTH AND SAFETY POLICY

Elenia ensures that its employees and partners have a safe, healthy and motivating environment to work in.

Scope of application

- This occupational health and safety system and policy, which is based on the SFS – ISO 45001:2018 standard, applies to Elenia Group's companies. As an electricity distribution company Elenia maintains and renews its electricity distribution network, constructs the network and network connections with its partners, as well as measures the electricity consumption of its customers and submits the data to electricity suppliers. Elenia provides energy companies with diverse services related to the electricity market.
- 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, 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.

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 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.

16.3.2018

Tapani Liuhala CEO