

Group Health, Safety & Wellbeing Policy



Purpose

It is ScottishPower's policy that health, safety and wellbeing must always be the priority consideration in the conduct of our operations and we remain fully committed to the achievement of our vision of a safe, healthy and enjoyable work environment that causes no harm to our employees, contractors, visitors and members of the public.

Scope

This policy applies to all ScottishPower organisations, employees and operations.

Policy

Reflecting its commitment to global excellence in health, safety and wellbeing and in line with the ScottishPower Governance & Sustainability System, our objectives are to:

- Provide arrangements to identify, evaluate, control and reduce health, safety and security risks, and eliminate hazards, in accordance with legal requirements, in order to protect both people and business assets and minimise unplanned business interruption;
- Provide a structure, encompassing good business ethics, that will ensure the effective management of health, safety and wellbeing across the Group, including the delegation of responsibility and accountability throughout appropriate levels of staff and the appointment of health and safety professionals;
- Actively engage and involve employees and their representatives in our Health and Safety Management Systems and the continual improvement process;
- Ensure that all employees are suitably trained to carry out their particular work activity in a competent and professional manner;
- Promote the development of a just and fair health and safety culture based on fairness, trust and co-

operation, where all employees are encouraged to report all health and safety deficiencies and/or breaches in compliance in a prompt and confidential manner;

- Ensure that measures to deal with all possible emergency situations are suitable to the business requirements;
- Promote the health and wellbeing of our employees by identifying and controlling workplace related health risks, encouraging employees to be proactive about their mental and physical health, in and outside of work, through provision of activities, resources and communications, and enabling access to support.
- Ensure that health and safety information, including safety plans and performance against targets, is provided to all employees;
- Ensure that competent contractors and, in turn, their sub-contractors, are selected with high expectations established for their work;
- Interact and communicate openly with all our stakeholders to maintain their confidence in our commitment to health, safety and wellbeing;
- Maintain a dialogue with industry associations, and regulatory bodies to develop responsible laws, regulations and standards based on sound science and our experiences of risk;
- Strive to exchange and implement knowledge and health and safety best-practice across all our businesses and stakeholders;

- Ensure that stretch targets are set and performance monitored to drive continuous improvement.

Responsibility

The ScottishPower Management Committee is responsible for fostering and supporting a culture that promotes a positive health and safety performance at all times. The local Executive is responsible for implementing the principles and practices embedded in this policy. All employees are responsible for the health and safety within their work activities and are encouraged to take responsibility for their overall health and wellbeing.

Review

The above are supported by the Occupational Health, Safety & Wellbeing Department and top-level monitoring via the ScottishPower Management Committee, H&S Governance Forums (or equivalent) and the Sustainability and Reputation Committee.

This policy will be reviewed on an annual basis to ensure that it is current and relevant to all ScottishPower operations.

Keith Anderson

Chief Executive
ScottishPower

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