

HSE Policy of Západoslovenská distribučná, a.s.

Západoslovenská distribučná, a.s. as a 100% subsidiary of Západoslovenská energetika, a.s. is an energy company responsible for distribution system operation. It holds all required licenses pertaining to power industry and is subject to regulation rules according to decrees of Regulatory Office for Network Industries (ÚRSO). As a member of the E.ON Group, it follows the philosophy and standards for occupational health and safety and environmental protection, respecting the principle: no harm to health and environment.

To ensure occupational health and safety and environmental protection, Západoslovenská distribučná, a.s. is committed to:

- create working conditions where health, safety and well-being of employees is guaranteed,
- create sound working conditions with the aim of acting preventively and minimizing risks causing harm to health and property, based on the ascertained hazards and threats,
- enable employees to submit proposals and recommendations aimed at improving the OHS, by creating reasonable communication channels, OHS Committee and through the appointed representatives for safety,
- focus on a safe operation of our electric facilities to decrease the risk of endangering our employees' health, stakeholders and the environment,
- ensure the medical supervision, including preventive medical check-ups in regular periods depending on the type of work and working conditions,
- raise awareness and operability of employees when saving human lives;
- protect the environment and improve its environmental behaviour by regularly monitoring and evaluating environmental performance,
- create conditions for minimising negative impacts on ecosystems and biodiversity and for promoting positive effects on environment, based on ascertained environmental aspects,
- contribute to the environmental protection, reduction of greenhouses gases and achievement of carbon neutrality by implementing sustainability projects,
- prevent birth deaths on power lines by installing appropriate protections,
- contribute to better quality of the environment by continuous improvement of processes when it comes to protection of water, protection of air and waste management,
- respect legal and other binding requirements to ensure OHS, protection of air, nature and landscape, waste and water management,
- create necessary technical, organisational, financial and personnel conditions for safe working environment, prevention of occupational illnesses and accidents, and for the protection of environment and support for sustainable development,
- raise awareness of the employees about environmental behaviour and culture of OHS with special focus on prevention of potential risks,
- pay special attention to contractor management in the area of HSE, in particular, to minimise potential risks related to externally provided processes,
- increase and permanently improve the level of management of occupational health and safety and the environment

The HSE Policy is binding for all employees of the company and is available to public.

In Bratislava, 29 March 2023



Radoslav Haluška
Chairman of the Board of Directors