



Drax Group Safety, Health and Wellbeing Policy

At Drax, we're committed to each and every one of us going home safe and well, every day. Our vision is for OneSafeDrax - which means ensuring zero harm for our colleagues and the public, and recognising our people are at the heart of everything we do. The wellbeing of our colleagues is fundamental to our overall success.

This Group Safety, Health and Wellbeing Policy sets out what we'll achieve, and each business unit will reflect how they will enact this in their safety, health and wellbeing implementation statements. Together, we all share responsibility for the safety, health and wellbeing of ourselves and our colleagues.



We care about what matters...

We'll create a work environment that promotes the importance of everyone's health and wellbeing.

We're committed to preventing work-related injury and ill-health, by creating a safe workplace.

We'll implement occupational safety activities which protect colleagues through reducing risks and establish a supportive environment where we all feel confident to stop work and intervene in unsafe situations.

We'll include process safety in our designs and operations, and we'll operate and maintain our plants, offices and equipment in a safe and responsible manner.



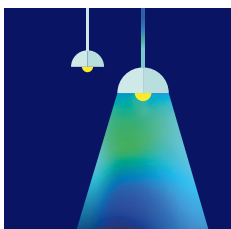
We're a 'can do' kind of place...

We'll make sure we apply systematic ways to identify risks, and a hierarchy of control to mitigate them.

We'll fully comply with all applicable safety, health and wellbeing requirements, legal and otherwise, wherever we conduct business and wherever we undertake work activities for Drax.

We'll demonstrate visible leadership, with clear accountabilities and responsibilities for safety, health and wellbeing performance at all levels of the organisation.

We'll encourage participation, and always recognise and reward positive behaviours.



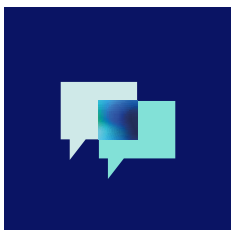
We see things differently...

We'll seek out fresh perspectives to proactively identify hazards and reduce, assess and rethink risks, and how we control them.

We're always learning, so we can improve the effectiveness and efficiency of our safety, health and wellbeing management systems.

We'll assess and mitigate potential safety health and wellbeing impacts of organisational and technical changes by a structured management process.

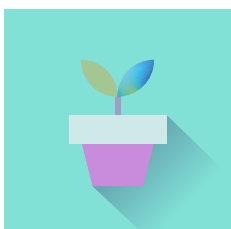
We all share responsibility for the safety, health and wellbeing of ourselves and our colleagues.



We listen carefully...

We'll consult, and seek participation from, colleagues on our risks so we can proactively look for ways to improve our performance.

We'll communicate regularly with our internal and external interested parties and work collaboratively with them to develop and share innovative and sustainable solutions that help achieve our shared vision.



We do what we say we'll do...

We'll make sure our managers understand and fulfil their safety, health and wellbeing duties.

Our objectives are risk-based, targeted, measurable and timebound, and we'll integrate these into our business and project planning.

Regular reviews of performance will help us identify opportunities for continual improvement.

We'll provide training and instructions so that everyone is able to understand what health and safety risks within their working environment might affect them.

We'll make sure everyone has the appropriate skills and competence to safely carry out the job that's expected of them.

Signed by Will Gardiner, CEO and Philip Cox, Drax Group Plc Board Chair - July 2021