



Drax Group Safety, Health and Wellbeing Policy

At Drax, safety is our top priority
and at the heart of everything we do.

We all have a responsibility to ensure the health, safety and wellbeing of our people, our assets and the environment.

Our OneSafeDrax vision is to ensure that everyone - regardless of location or role - goes home at the end of every day safe and well, that our assets are well maintained and operated safely, and that we minimise any negative impact we may have on our communities and the environments where we operate.

Our 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 deliver our OneSafeDrax vision by caring for ourselves, our assets, our environment and our communities. We share responsibility for the safety, health and wellbeing of ourselves and our colleagues.

We promote and support holistic wellbeing

- We'll provide the benefits, resources and working environment that will support the good physical, mental, financial and social wellbeing of our colleagues.
- We'll adapt and tailor wellbeing initiatives to engage and meet the needs of our colleague communities.
- We'll foster healthy work practices through leading by example, developing inclusive and flexible work policies and appropriate training.
- We'll provide support and training for managers to monitor team wellbeing and implement changes.



We take ownership

- We'll keep our people safe by consistently promoting and discussing OneSafeDrax with our teams.
- We'll demonstrate visible leadership, with clear accountabilities and responsibilities for safety, health and wellbeing performance at all levels of the organisation.
- We'll regularly review performance to help us identify change, promote the importance of, and support everyone's holistic health and wellbeing.
- We'll create a work environment that promotes the importance of, and supports everyone's holistic health and wellbeing.
- We'll commit to preventing work-related injury and ill-health, by creating a safe workplace.
- We'll all share responsibility for the safety, health and wellbeing of ourselves and our colleagues.
- We'll make sure everyone has the appropriate skills and competence to safely carry out the job that's expected of them.
- We'll monitor and review our performance using metrics and internal and external audits.



We speak up for safety

- We'll listen carefully to ideas and suggestions, and actively encourage and engage in health, safety and wellbeing discussions.
- We'll drive a culture where colleagues feel safe and equipped to report adverse health, safety and wellbeing events and conditions.
- We'll challenge attitudes and assumptions to establish safer ways of working, recognising and rewarding positive behaviours.
- We'll make sure our managers understand and fulfil their safety, health and wellbeing duties.
- 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 proactively manage risks

- We'll make sure we apply systematic ways to identify safety, health and wellbeing risks and use a hierarchy of control to mitigate them.
- We'll seek out fresh perspectives to proactively identify hazards and reduce, assess and rethink risks, and how we control them.
- We'll assess and mitigate potential safety, health and wellbeing impacts of organisational and technical changes by a structured management process and allocate the right resources.
- 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 consult, and seek participation from colleagues on our risks so we can proactively look for ways to improve our performance.
- We'll make sure health and safety objectives are risk-based, targeted, measurable and timebound, and we'll integrate these into our business and project planning.
- 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.

Signed by Will Gardiner, CEO and Andrea Bertone, Drax Group PLC Board Chair - December 2025