

ZERO TOLERANCE POLICY FOR HEALTH & SAFETY AT WORK

TERNA S.A. values the safety of every employee and everyone who are engaged in TERNA's activities.

The "ZERO Tolerance Safety Rules" set out clear "dos" and "don'ts" for basic safety rules for high-risk works:



While driving on & off site, do not use your phone and do not exceed speed limits.



Never be under the influence of alcohol or drugs while working or driving, this includes prescribed drugs if they have a negative effect on performance.



Do not walk within a delimited lifting area/drop zone. These areas should be clearly marked and only authorized persons wearing appropriate protection equipment are allowed.



Always wear seat belt! It is driver's responsibility that all passengers are wearing seat belts.



Always wear proper safety equipment for working at height. A safety harness is only permitted if other risk mitigation measures are not possible based on the risk assessment. Pay close attention and stop if there is any cause for concern.



Always use correct Personal Protective Equipment required for the task.



Verify and confirm energy isolation before work. Inform personnel of hazardous energy sources.

Have the courage to stop your colleague, supervisor, manager, or contractor if you notice they behave in a way that risks lives or health!

If the risky behavior continues, immediately report to your supervisor or employer.

ALL breaches must be reported!

Signature:

Date: **15/01/2025**



Konstantinos Vavaletskos