



PJSC Enel Russia
Organizational Area

POLICY No. 0093-PL-HSEQ
Version No. 4 dated 25.06.2015

Subject: Health, Safety and Environment Policy of PJSC Enel Russia

ENDORSED BY

GENERAL DIRECTOR OF PJSC ENEL RUSSIA

CARLO PALASCIANO VILLAMAGNA

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PROCESS OWNER:

SENIOR DIRECTOR - HEAD OF HEALTH,
SAFETY, ENVIRONMENT AND QUALITY

N. SMORYAKOVA



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0. EXECUTIVE SUMMARY

• Objectives

- To declare the overall intentions and direction of PJSC Enel Russia related to its occupational health, safety and environmental performance;
- To provide a framework for action and for the setting of occupational health, safety and environmental objectives and targets;
- To demonstrate conformity with ISO 14001 international standard and OHSAS 18001 standard.

• Key elements

- Commitment to prevention of injury and ill health and continual improvement in OH&S management and OH&S performance;
- Commitment to continual improvement and prevention of pollution;
- Commitment to at least comply with applicable legal requirements and with other requirements to which the organization subscribes which relate to its environmental aspects and OH&S hazards;
- Framework for setting and reviewing OH&S and environmental objectives and targets.

1. DOCUMENT AIMS AND APPLICATION AREA



This policy aims at defining the overall intentions and direction of PJSC Enel Russia related to its environmental and OH&S performance. The HSE policy is the base for implementation and improvement of an Integrated EHS Management System by the organization.

This document is applicable to all organizational units of PJSC Enel Russia.







The present policy is communicated to all persons working for or on behalf of the organization; and is available to the public at PJSC Enel Russia web site.

2. UNIT IN CHARGE OF THE DOCUMENT

Responsible for the document approval and elaboration:

-  PJSC Enel Russia: Environment&environmental Permitting
-  PJSC Enel Russia: Health and Safety Group HQ

Responsible for the document approval:

-  Head of Environment (HQ)
-  Head of H&S and Industrial Safety (HQ)
-  Senior Director - Head of Health, Safety, Environment and Quality
-  Senior Director - Head of Legal & Corporate Affairs
-  HEAD OF ORGANIZATION DEVELOPMENT UNIT
-  Chief Specialist of the Documents Management Group



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Responsible for the final authorization of the document:

 General Director

3. REFERENCES

This policy is based on the principles of and/or contains references to the following documents:

- Articles of association of Enel Russia PJSC
- Enel Russia PJSC Code of Ethics;
- Enel Russia PJSC Zero Tolerance of Corruption Plan;
- 231 Guidelines applied to non-Italian subsidiaries pursuant to legislative decree no. 231 of June 8 2001;
- International standard «Environmental management systems. Requirements and guidelines» (ISO 14001:2004);
- International standard «Environmental management systems. General guidelines on principles, systems and means of ensuring the functioning» (ISO 14004:2004);
- International standard «OH&S management systems» (ÎHSAS 18001:2007).

4. ALLOCATION WITH RESPECT TO THE GROUP PROCESS MAP

Major Process: Environmental Management

Process: Environment

5. DEFINITIONS AND ACRONYMS

This Policy includes the following terms with respective definition provided:

Enel Group - a group of companies under common control of the holding Enel

Environmental impact - Any change to the environment, whether adverse or beneficial, wholly or partially resulting from the Company's activities, products or services (ISO 14001:2004, 3.7).

Health and Safety and Environmental Integrated Management System; HSE IMS - Part of an organization's management system used to develop and implement its OH&S and environmental policy and manage its environmental aspects and OH&S risks.

Note 1: A management system is a set of interrelated elements used to establish policy and objectives and to achieve those objectives.

Note 2: A management system includes organizational structure, planning activities, responsibilities, practices, procedures, processes and resources.

Continual improvement - Recurring process of enhancing the EHS management system in order to achieve improvements in overall environmental and OH&S performance consistent with the Company's HSE policy.



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Occupational health and safety (OH&S) - Conditions and factors that affect, or could affect, the health and safety of employees, temporary workers, contractor personnel, visitors and any other person in the workplace.

HSE Performance - Measurable results of Company's management of its environmental aspects and OH&S risks.

Environmental aspect - Element of an organization's activities or products or services that can interact with the environment.

PP – power plants of PJSC Enel Russia (Nevinnomysskaya GRES, Reftinskaya GRES, Sredneuralskaya GRES, Konakovskaya GRES)

Company - PJSC Enel Russia

6. HEALTH, SAFETY AND ENVIRONMENT POLICY PRINCIPLES

Safeguarding health, safety and environment are considered the foundations for creating sustainable value in PJSC Enel Russia – part of Enel Group. PJSC Enel Russia is constantly committed to preserve health, safety and environment, by promoting the awareness of risks, encouraging the adoption of responsible behaviour and support the enhancement and promotion of environmental standards related to the electricity and heat generation.

In PJSC Enel Russia, the health and safety and the psychophysical integrity of our employees and external contractors, as well as the environmental protection are not just a legal obligation but a moral responsibility and are prior criteria in decision making regarding the activities of PJSC Enel Russia.

According to the Codes of Ethics enforcing behaviour towards the principles of corporate social responsibility, everybody operating in Enel Group is committed and involved into the enhancement and improvement of environment, health and safety protection.

We aspire to reach the "Zero Accidents" goal by prevention of any accidents and occupational diseases. For us, no work can be allowed that compromises safety. For this reason, as stated in our Stop Work Policy, any unsafe behaviour or situation must be immediately reported.

The principles of the Health, Safety and Environment Policy are the following:

- compliance with health, safety and environment legislation and other requirements;
- constant evaluation of health and safety risks related to work processes and implementation of a systematic approach that aims at eliminating risk at its source or, when not possible, minimizing it, with a priority to collective protective measures over individual ones;
- implementation of all the necessary measures to avoid or mitigate environmental impacts in construction, operation and decommissioning of installations by control of raw materials, emissions, waste and liquid releases and by continuous improvement of efficient use of resources;
- constant commitment of employees in order to improve the self-awareness and adoption of safe and environmentally sustainable behaviour;
- promotion of training and information initiatives in order to spread and consolidate a health and safety culture and environmental awareness;
- provision of equipment and tools compliant with the health and safety law and respect of ergonomic principles in the work organization and in workplaces design;
- adoption of the best technologies and practices available, in conjunction with the updating and optimization of operative processes, in order to ensure continuous improvement of health and safety standards and both external and internal environmental conditions to workplaces;



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- commitment to promote Enel best practices on health, safety and environment among contractors and suppliers ;
- commitment to promote a health, safety and environmental culture to communities and to all the people who work or come into contact with our infrastructures;
- establish an open dialogue with customers, suppliers and other stakeholders in order to communicate clearly the health, safety and environmental processes;
- implementation of Safety and Environment Management System compliant with the International Standards;
- annual definition of specific and measurable targets and implementation of a constant monitoring system in order to verify their achievement;
- involvement of top management in the regular analysis of the objectives and results, with a view to continuous improvement review;
- preparedness for potential health, safety and environmental incidents and emergencies.

In order to successfully implement the Health, Safety and Environment Policy, all employees, regardless of his/her seniority level, must be fully aware of this commitment, and uphold these principles by contributing to the achievement of the defined goals and maintaining a high level of awareness of involvement.

This Health, Safety and Environment Policy will be periodically reviewed to promote continuous improvement.