

### Purpose

It is ScottishPower's policy that health and safety must always be the priority consideration in the conduct of our operations and we remain fully committed to the achievement of our vision of a safe, healthy and enjoyable work environment that causes no harm to our employees, contractors, visitors and members of the public.

# ScottishPower – Iberdrola Renewables Offshore - Health & Safety Policy

### Scope

This policy applies to all SPR /Iberdrola organisations, employees and operations.

### Policy

Reflecting its commitment to global excellence in health and safety, ScottishPower's objectives are to:

- Provide arrangements to identify, evaluate, control and reduce health, safety and security risks, in accordance with legal requirements, in order to protect both people and business assets and minimise unplanned business interruption;
- Provide a structure, encompassing good business ethics, that will ensure the effective management of health and safety across the Group, including the delegation of responsibility and accountability throughout appropriate levels of staff and the appointment of health and safety professionals;
- Actively engage and involve employees and their representatives in our Health and Safety Management Systems and the continual improvement process;
- Ensure that all employees are suitably trained to carry out their particular work activity in a competent and professional manner and acknowledging that failure to comply with any relevant health and safety duty which they are directly responsible or accountable for could be considered a breach of conduct and could potentially lead to disciplinary action being taken;
- Promote the development of a positive health and safety culture based on fairness, trust and co-operation, where all employees are encouraged to report all health and safety deficiencies and/or breaches in compliance in a prompt and confidential manner;
- Ensure that measures to deal with all possible emergency situations are suitable to the business requirements;
- Promote the health & wellness of our employees by identifying and controlling workplace related health risks, and encouraging employees to be proactive about their health through supportive activities and communication;
- Ensure that health and safety information, including safety plans and performance against targets, is provided to all employees;
- Ensure that competent contractors are selected with high expectations established for their work;
- Interact and communicate openly with all our stakeholders to maintain their confidence in our commitment to health and safety;
- Maintain a dialogue with industry associations, and regulatory bodies to develop responsible laws, regulations and standards based on sound science and our experiences of risk;
- Dutifully search for, and strive to exchange and implement knowledge and health and safety

best-practice across all our businesses and employees;

- Ensure that stretch targets are set and performance monitored to drive continuous improvement.

### Responsibility

The ScottishPower Co-ordination Committee is responsible for fostering and supporting a culture that promotes a positive health and safety performance at all times. The local Executive is responsible for implementing the principles and practices embedded in this policy. All employees are responsible for the health and safety within their work activities and are encouraged to take responsibility for their overall health and well-being.

### Review

This policy will be reviewed every three years to ensure that it is current and relevant to all ScottishPower operations.

Jonathan Cole

Offshore Managing Director

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