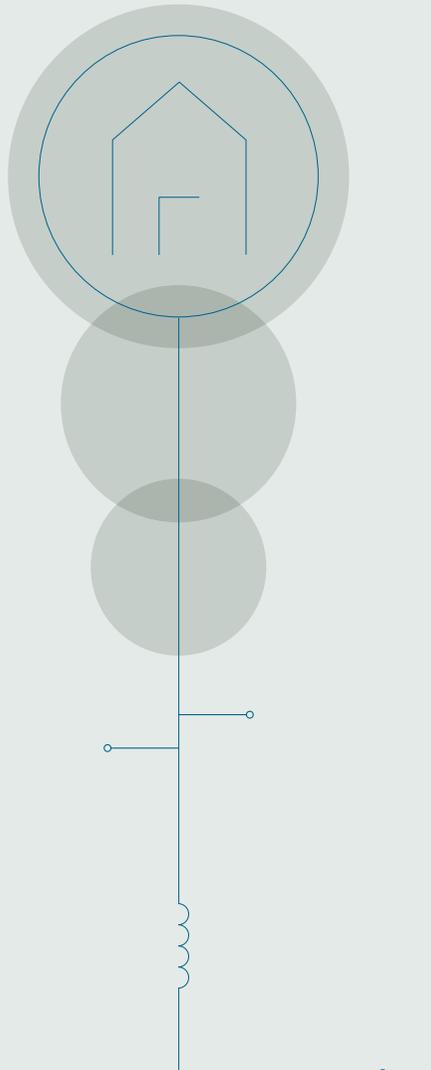


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HEALTHY  
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# Presentation



**Red Eléctrica's** commitment to health, safety and well-being, including work-life balance, is a priority and one of the basic pillars underlying the value proposals for its employees. The effort devoted to the development and continuous improvement of occupational health and safety management systems in Red Eléctrica in recent years has resulted in the consolidation of **Red Eléctrica's Healthy Workplace Management Model**, which establishes the main principles and guidelines for the management of the promotion and protection of the health, safety and well-being of its employees and the **sustainability** of the work environment.

The interest of Red Eléctrica de España in fostering the best practices in safety, health and well-being, positioning the Company as a benchmark of the healthy workplace model is set out in the Human Resources Master Plan as a strategic line of the Company and as a key element to enhance occupational health and safety to the fullest degree. This healthy workplace model is based on four main courses of action: physical work environment, psychosocial environment, health resources and participation in the community.

For Red Eléctrica, the prevention of occupational risks constitutes a differentiating element and an indispensable requirement to guarantee the health and safety

of its employees and collaborators. In this regard, Red Eléctrica has a strategy and a specific action plan in place that promotes best practices in the area of occupational health and safety during the execution of activities and works in its facilities.

The objective of the approved Action Plan, with a 2016-2019 horizon, is to comply with legal requirements; train, inform and make everyone aware of the obligations and responsibilities, and engage the entire organisation in its fulfilment, with the aim of consolidating Red Eléctrica as a leading company in the materialisation of good practices

regarding prevention. Although we are aware of the serious risks associated with the building and maintenance works carried out in the electricity facilities, the commitment to people means that every effort is geared towards minimising said risks. Special emphasis is placed on those courses of action that help improve both the behaviours and the safety measures undertaken during the completion of the works.

This plan is structured on three main courses of action: a Culture of prevention, Training, skills and competencies of people and Operational control of the work undertaken, aligned with the goal of ensuring that the processes of the model are continuously improved.





# The frequency and severity rates in Red Eléctrica were reduced by 29.6% and 44.4% respectively in 2017, while for companies contracted by Red Eléctrica the frequency rate was reduced by 29.2% and the severity rate by 12.9%.



For each of these courses of action, the Company established various initiatives and goals in 2017, which have led to a significant improvement in the accident rate indicators, both for its employees and those of its suppliers. In 2017, the frequency and severity rates in Red Eléctrica were reduced by 29.6% and 44.4% respectively compared to 2016. The results exceed the targets foreseen for 2017 [0.15 severity rate and 3.52 frequency rate].

Regarding companies contracted by Red Eléctrica, in 2017, the frequency rate was reduced by 29.2% and the severity rate by 12.9%.

In addition, in 2017 work was carried out on the alignment of the policies of the companies of the Group in matters regarding occupational health and safety.

Nationally, all the activities carried out have an equal impact on all companies in the Group. Internationally, an analysis and a diagnosis of the situation of Peruvian companies of the Group has been carried out, and an action plan has been designed to implement the Healthy Workplace Model.

For Red Eléctrica, the promotion of health at work is a commitment that is evidenced internally through the various campaigns, implemented over the years, and also externally with the recognition granted by different entities and organisations that position the Company as a benchmark in this field.

Noteworthy in 2017 is that Red Eléctrica received recognition from the Spanish National Institute of Safety, Health and Well-being at Work for its 'Best Practices for the Promotion of Health in the Workplace' model and has won the **Ágora Bienestar Award 2017**.

In 2017, noteworthy was the launching of the prevention plan associated with the results of the **psychosocial risk** assessment carried out in 2016, with the purpose of assessing the psychosocial situation within the Company and identifying opportunities for improvement to guide our actions towards organisational excellence and improving the quality of life of the employees. This plan has been launched with a specific communication programme aimed at the entire workforce, as well as through actions for the development of skills and competencies, leadership, team cohesion and integration plans, which have a direct impact on emotional/ psychosocial well-being.

Work has continued on the **Age Management Model**, incorporating it into the various human resources policies and processes. A Prevention

and Assessment Plan for job training has been designed for people who occupy specialist technical positions as of 50 or 55 years-of-age, and a contingency plan with the aim of delaying the natural ageing process through the development of an intervention and improvement plan for functional abilities through physical activity.

In 2017, a review of the contract regarding Health Monitoring took place, which for years had been contracted through Sociedad de Prevención Fremap, a preventive healthcare company (now known as *Quirón Prevención*), and after going through a tendering process, a new contract was established as of 1 November 2017 with a different preventive healthcare society called *Servicio de Prevención Ajeno (SPA) Cualtis Prevención*.





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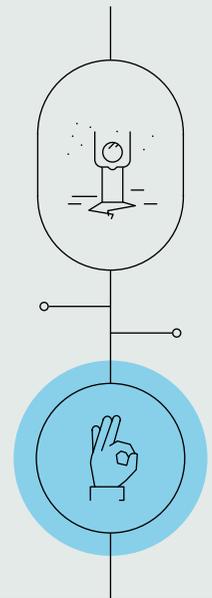
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As in previous years, the **campaigns for health promotion** and the communication of the Healthy Workplace management model have been focused on the prevention of the most common health risks for society, as well as on the promotion of healthy lifestyle habits, with the participation of Red Eléctrica's employees both at work, and further extending these best practices to the family environment.

As an innovative initiative to promote the practice of physical activity as a healthy lifestyle habit, during 2017, the **Comprehensive Physical Examination and Consultation** was implemented which was aimed especially at people who do not exercise regularly and/or have certain health issues. As part of the consultation, different physical and health parameters are evaluated, which, through an action plan and monitoring process, result in the drafting of a final report with personalised recommendations for a tailored physical exercise plan.

We continue to conduct campaigns regarding healthy lifestyles, fundamentally focused on improving eating and physical exercise habits, the prevention of cardiovascular risks and the improvement of musculoskeletal health. There is evidence that promoting self-care is an important part that contributes to psychosocial well-being.

Regarding the actions directly **aimed at controlling stress and improving psychosocial well-being** for the most affected groups: various 'Emotional Fitness' workshops were launched, which were convened personally through the Talent Management Department, as an action that promotes the development of people. If the experience is positive, in the future new participants shall be invited as needs arise [resulting from the ongoing Assessment through monitoring actions via consultations, the analysis of the new climate survey, etc...].



In 2017, the first Mindfulness Programmes began for a duration of

**8**  
WEEKS

-  
*In weekly session of 2 hours*

In 2017, we launched the first **Mindfulness Programmes**, where participation in these programmes is voluntary, and which consist of a weekly session of 2 hours for a duration of 8 weeks. Due to the number of people signing up for the programme, 2 groups were held in 2017 and this will continue to run in 2018.

As far as the participation in the community is concerned, actions have been conducted to improve the health and well-being of employees' families and of the community. We must highlight the launching of the disability management model of Red Eléctrica, directed to contribute to the incorporation of people with disabilities and their integration through awareness activities directed at Company personnel. Similarly, in 2017 the new **Corporate Volunteering Management Model** was launched, and a multi-year plan has been approved that will allow inclusive, supportive and sustainable actions to be promoted.





The development of a bespoke methodology that enables a Cost-Benefit Analysis of Occupational Health & Safety and Work-life Balance through the valuation of the intangible assets, the calculation of the intellectual capital and the definition of an indicator to show the return on the investment made, allows us to analyse the contribution to the generation of the intangible asset

of the organisation and obtain the ROI. This is done in order to assess the competitiveness and productivity derived from the processes, procedures and work conditions. Similarly, this also allows us to have a predictive model in order to improve processes and obtain better results.

The commitment we maintain to consider risk prevention as a strategic value, allows us to place ourselves at the forefront of the companies with the best results in occupational health and safety risk prevention.

In 2017, 100% of the actions foreseen in the 2<sup>nd</sup> Comprehensive Work-life Balance Plan (2014-2017) were carried out. A large part of these actions: days without school, summer camps, or the role of work-life balance interlocutors, allow us to respond to individual situations. Among the objectives for 2018, noteworthy are: the development of the 3<sup>rd</sup> Comprehensive Work-life Balance Plan and the renewal of the EFR (Family Responsible Company) certificate.

This significant effort that we devote towards making the development of projects compatible with the management of health and safety in construction and maintenance works, and the other activities taking place at our offices and workplaces, underlines our commitment to risk

prevention as a **strategic value**. Due to this, we remain one of the best-ranked companies with leading results in prevention, in a sector where risk assessment demands a high level of dedication to keep the risks within the acceptable limits.

This annual report is not only proof of our determined effort in this matter, but also of our conviction regarding the importance of **protecting and promoting** the health, safety and well-being of all people who carry out their work in our facilities, as well as the **sustainability** of the workplace itself, within a process of **continuous improvement** that allows Red Eléctrica to serve as an exemplary model for all in terms of compliance.



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# Human Resources Policy

## The Human Resources Policy

is intended to establish principles and guidelines relating to human resources based on efficiency and on the personal and professional performance of the organisation's employees, paving the way for the fulfilment of the strategies and objectives of the Red Eléctrica Group.

These basic principles and guidelines include:

- Ensuring people's safety while they perform the duties associated with their jobs through training in the correct use of working equipment and individual and collective

safety measures, and promoting and safeguarding the protection of the employees, equipment and assets of the Red Eléctrica Group, in accordance with the risks identified and their proper comprehensive management in terms of both efficiency and quality.

- Designing, implementing and promoting a healthy workplace management model and system with the involvement and participation of all stakeholders. Occupational health and safety, the promotion of health outside work depending on the epidemiological features of each community group, the integration of people with disabilities, physical and psychological wellness, as well as the development and



The guidelines of the Human Resources Policy of the Red Eléctrica Group seek to guarantee the safety of people in the development of their work activity, and to promote a healthy workplace management system and model.



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support for work-life balance, shall all be considered as essential factors of social well-being.

These two basic guidelines in the Human Resources Policy of the Red Eléctrica Group establish the following commitments regarding the development of a management model for the promotion and protection of the health, safety and well-being of the Group's employees, and the sustainability in the work environment:

- To integrate health, safety and well-being at all hierarchical levels and in all activities, in accordance with business commitments and the regulation in force.
- To focus management on the involvement and participation of all stakeholders connected to the fulfilment of these guidelines.
- To ensure the highest levels of health and well-being for all its employees through the prevention of the risks associated with their

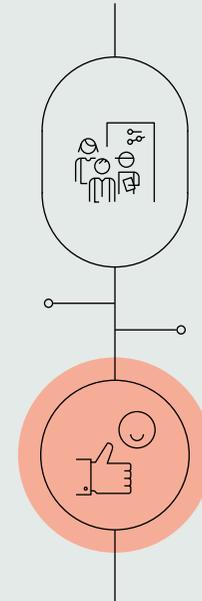
professional duties, with the injuries or illnesses caused by both the physical and the psychosocial environment, and to provide health resources within the work environment, bearing in mind the legal, occupational and technological framework.

- To inform all personnel working for the Company and its suppliers of the contents of these guidelines, with the aim of promoting a culture focused on the safety, health and well-being of all its employees and of the environment in which they operate.
- To ensure compliance with all the legal requirements applicable to occupational health and safety, along with all the requirements set out in the healthy workplace model.
- To provide all personnel with the professional tools and individual and collective protective equipment required to perform their duties under safe and healthy conditions.
- To ensure that people have adequate training, so that they may perform the duties associated

with their job position in a safe and healthy environment, from both a physical and a psychosocial perspective.

- To encourage employee participation and consultation in all aspects of the health, safety and well-being management system.
- To promote the continuous improvement of the performance and management of the health and safety system and to include this system among the general requirements for a healthy workplace.
- To maintain the certification of the management system, through a constantly improved performance.

### Basic guidelines OF THE HUMAN RESOURCES POLICY



Establishment of commitments for the development of

## THE HEALTHY COMPANY MODEL

With the participation of all stakeholders



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# Healthy Workplace Management Model

The concept of Health and Safety has broadened and changed as the result of a range of social changes and has now become an area of people management with its own features and with enough weight to require the development of several courses of action.

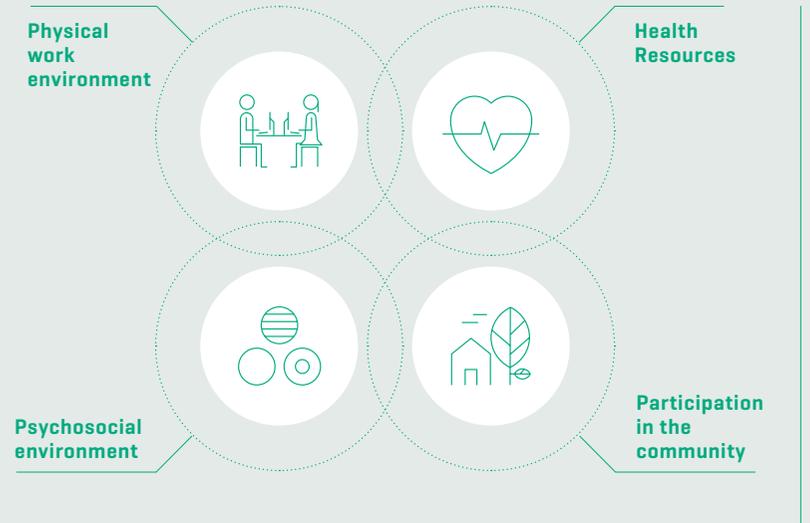
Identifying health as ‘a state of complete physical, mental and social well-being, in harmony with the environment, and not just the absence of illnesses or disorders’, there has been a move away from an exclusive focus on analysing physical, chemical and biological risk factors towards a broader approach that combines these with other people management variables, given that people are a company’s most important asset. While health and safety management must begin with risk prevention in the workplace, the

current focus is on all aspects of health, with the aim of creating, developing and generating healthy work environments in which attention is paid to the health and well-being of employees with a view to improving their quality of life.

Red Eléctrica is fully committed to the health and safety of its employees, as evidenced by the numerous health promotion campaigns carried out over the last twenty years, the wide range of activities aimed at promoting

health and quality of life, and the implementation of health and safety management systems that have resulted in low accident rates. The healthy workplace management model should allow us to organise all of these activities in a more

Our milestones achieved and the actions carried out allow us to position ourselves as a Healthy Workplace.





# By integrating health management into all its processes and activities, the Company seeks to achieve the highest levels of health and well-being, thus improving quality of life, the family environment and that of the community.

coherent and structured way, with regard to the planning, monitoring and assessment of all the actions taken to achieve greater well-being among our employees and their individual surroundings, families and communities.

In the commitment to achieving excellence in the performance of its activities, Red Eléctrica is aware of the need to integrate the concept of health and safety into all areas of the organisation. Its desire to develop best practices in relation to health matters and other issues relating to a healthy workplace environment is reflected in the various policies and procedures included in the Company's internal regulations.

The leadership role performed by Management, the reassignment of prevention duties to the

Organisational Units and the participation of all the parties involved provide the basic reference points for planning the preventive activities within the broad scope of the health and safety of the employees of Red Eléctrica. This is all combined with management tools such as training, communication and improved performance measurement along with the effective integration of health and safety.

To conclude, the effort devoted to the development and continuous improvement of health and safety management systems at Red Eléctrica in recent years has resulted in the Company's advance towards a Healthy Workplace Model and the establishment of a set of general management principles and guidelines designed to promote and protect the health, safety and well-being of its

employees and the sustainability of the work environment. By integrating health management into all its processes and activities, the Company seeks to achieve the highest levels of health and well-being, thus improving quality of life, the family environment and that of the community.

## THE PHYSICAL WORK ENVIRONMENT

The physical work environment relates, among other things, to the structural design of the workplace and its air quality, machinery, furnishings, chemical products and materials. The environment also refers to production processes during the working day; any factors that could affect the physical health and safety of the workers,

as well as their mental health and well-being. It also includes issues that have traditionally been addressed by the technical areas of occupational risk prevention services.

## HEALTH RESOURCES

Health resources in the workplace are the people and tools that can be used to improve the physical and mental health of employees and thus contribute to their well-being. This includes direct interventions that affect the health of workers and that may or may not be related to their actual employment duties, tackling all aspects of prevention: primary prevention, through the promotion of good health, providing information and incentives to encourage a healthy lifestyle; secondary prevention, through the early diagnosis of illnesses and the detection of risk factors, providing monitoring and controlling support; and tertiary prevention, through the assistance, treatment and rehabilitation of employees while at work, using workplace medical services and providing health insurance for employees.



# The Company's engagement with the community includes activities aimed at the families of its workers and the community where the Company's facilities are located.

## THE PSYCHOSOCIAL WORK ENVIRONMENT

The psychosocial work environment includes work organisation, corporate culture and attitudes, values, beliefs and practices that are experienced in the company, on a daily basis, and which affect the psychological and physical well-being of all employees. Situations that could cause stress or other disorders are identified with a view to minimising and correcting them, and professional and personal conditions are created to contribute to the well-being of all employees.

## THE COMPANY'S INVOLVEMENT IN THE COMMUNITY

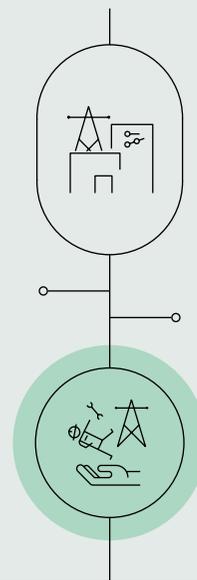
Companies form part of a surrounding community that has a direct influence on individual

health. Involvement in the community includes the activities that a company organises for the employees' families and for the community in which it operates, taking into account the physical, social and environmental aspects that will improve the physical and mental health, safety and well-being of the company's employees, their families and the community they belong to.

## AUDIT OF THE HEALTHY WORKPLACE MANAGEMENT MODEL

On the 31 May and 1 June 2017, the second **follow-up audit** of the **Healthy Workplace Model** was conducted and the results of said audit did not identify any situation that could have potentially affected the fulfilment of the goals established.

## HEALTHY WORKPLACE Model



### OBJECTIVE:

to promote and protect the health, safety and well-being of workers, as well as the ongoing sustainability of the work environment

AENOR certified system

The audit report concludes that the Healthy Workplace Management Model has been implemented and that it complies with the requirements established in the reference model.

This is a model that is not limited merely to risk prevention, and though it sets the objectives and undertakes all the initiatives required in this area, it includes them as part of a broader strategy aimed at promoting and protecting the health, safety and well-being of employees, along with the continuous sustainability of the work environment. Nonetheless, the system is still in its infancy, and although it does have a decent track record thus far, it will still be necessary to continue working on making improvements going forward. In order for the model to be fully consolidated, it will need to undergo reviews of the processes and an analysis of the data obtained through the appraisal and monitoring tools provided by the management system.



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Some of the strengths specified by the audit were the following:

- The thoroughness and professionalism of personnel that result in a comprehensive approach, design and implementation of the health workplace campaigns.
- Promotion of sport, highlighting the wide range of sports activities (paddle tennis, soccer, swimming, running, basketball, tennis, etc...), a high-level of participation in all of them and the implementation, on an individual basis, of a physical check-up.
- Recognition of the model of good practice in 'Workplace Health Promotion', of 10 May 2017, granted by the INSHT (National Institute for Occupational Health and Safety) in collaboration with the European Network for Workplace Health Promotion.
- Specific Health and Safety Survey conducted in 2016.
- Management Commitment to employees and their families.
- Geared towards the continuous improvement of processes,

manifested in the resolution, for example, of all the observations from the previous audit (October 2016) of the Healthy Workplace Model.

- 'Emotional Fitness' pilot project.
- The work carried out by the Company's medical services regarding the management of incapacity and the integration of disability.

Moreover, strong points already stated in preceding years have been highlighted, including:

- The willingness of all personnel to collaborate in the audit of the Healthy Workplace Management Model, which they understand to be a tool for continuous improvement.
- The implementation of the Healthy Workplace Management Model, in each of the 8 regional areas, so that it covers the entire country.
- The creation of the role of local health coordinator and local health collaborator, as well as the definition of their duties.
- The existence of representatives responsible for work-life balance,

a process managed by the area of the Company responsible for health.

- The extension of the Healthy Workplace Model to employees' families by means of Health

Insurance, Family Plans, and through measures such as days without school, etc.

**No incidents of non-compliance were identified during the audit process.**





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# Preventive Action Planning

## REQUIREMENT FOR AN INTERNAL PREVENTION SERVICE

The Prevention Service at Red Eléctrica de España was created to ensure compliance with its workers' entitlement to health and safety, as guaranteed under the Spanish Constitution, and promoted by the European Health and Safety Framework Directive 89/391/EEC, which was transposed into the Spanish legislation by means of Law 31/1995 on the Prevention of Occupational Risks.

The explanatory memorandum to the aforementioned Law explains that 'The protection of workers against risk in the workplace requires action from the company

that goes beyond mere formal compliance with a pre-determined set of corporate obligations, whether broad or otherwise, and that requires more than just a simple 'after the event' correction of situations of risk that have already become exposed. Prevention planning from the outset of the design of the corporate project, the initial assessment of the risks inherent to the work involved and the regular updating of this assessment as circumstances change, along with the organisation of a coherent and all-embracing set of preventive measures that match the nature of the risks detected and the monitoring of the effectiveness of these measures, together constitute the basic elements of the new approach to risk prevention in the workplace proposed by the



Red Eléctrica effectively complies with the health and safety rights of workers, as set out in the Law on Risk Prevention in the Workplace, through the creation of the Internal Prevention Service.





Law. All of this must, of course, be combined with keeping the employee fully informed and providing the adequate training.

A basic tool in the company's preventive activity is the obligation set out in Chapter IV of said Law to structure such activity through the actions of one or more of the company's workers specifically assigned to this duty, through the establishment of an internal prevention service or by means of one provided externally.

In order to comply with the requirements of Chapter IV of Law 31/1995 on the Prevention of Occupational Risks, and as established in Royal Decree 39/1997 [which approved the Regulation of Prevention Services], in Chapter III, Organisation of Resources for Prevention Services, Article 14, relating to its internal prevention services, Red Eléctrica de España S.A.U. has established its own internal prevention service, given that the first of the requirements contained in Article 14, section a)

is met by the Company, namely that it has more than 500 workers. These services are aimed at creating a greater awareness regarding the full scope of both the risks resulting from its activities and the ways in which they can be prevented and avoided, in a manner that can be adjusted to suit each work site, the characteristics of the people who work there and the specific activities in which they engage'.

### DETAILS OF RED ELÉCTRICA'S INTERNAL PREVENTION SERVICE

Given the size of the workforce in 2017 and as set out in Article 14 of the Regulation of Prevention Services, Red Eléctrica de España has established an Internal Prevention Service which is accredited and responsible for the following preventive disciplines: Safety at Work, Occupational Hygiene, Ergonomics and Applied Psycho-sociology and Occupational Medicine.



### Company details

**1. Company name:**

Red Eléctrica de España, S.A.U.

**2. Tax Id. Code (CIF):** A-85309219

**3. Registered office:**

Pº del Conde de los Gaitanes, 177.  
28109 Alcobendas (Madrid - Spain)  
Tel: +34 91 650 20 12  
Fax: +34 91 650 45 42  
www.ree.es

**4. Commercial activity or activities:**

CNAE 3512 - Electricity  
Transmission

**5. Activity under Appendix I of Royal Decree 39/1997 carried out or performed at the Company's facilities:**

- h) Activities in building construction, excavation, earth movement and tunnelling works, involving the risk of falling from a height or being buried.
- l) Work involving high-voltage electricity risks.

**6. If the activity engaged in is classified under group 'h) Activities in building construction, excavation, earth movement and tunnelling works, involving the risk**

**of falling from a height or being buried.' of the aforementioned Appendix I to the regulations for prevention services, what kind of construction or civil engineering work covers the activities engaged in at your working premises, under the classification set out in appendix I of Royal Decree 1627/1997 of 24 October 1997, which established the minimum requirements for health and safety during construction work?**  
c) Construction.  
k) Maintenance.

**7. In this case: what kind of work does the Company carry out or manage that involves special risk for the health and safety of its workers, according to the list set forth in Appendix II of the aforementioned Royal Decree 1627/1997 of 24 October 1997?**  
4) Works performed close to high-voltage electricity lines.



In 2017, work was carried out to align the policies of the Group's companies in terms of occupational health and safety.



The Prevention Service's premises and facilities are housed at Red Eléctrica's head office at Paseo del Conde de los Gaitanes 177, La Moraleja, Madrid - Spain.

Other internal prevention services are also based at its work centres in Valencia, Seville and La Coruña, to offer an enhanced service to employees working throughout the Spanish mainland territory. It also offers this service at its work centres in both the Balearic Islands and the Canary Islands.

### PROGRAMME OF SPECIFIC IMPROVEMENT PROJECTS AND ACTIVITIES

During 2017, work was carried out on the alignment of the policies of the Group's companies, in terms of occupational health and safety. At national level, all the activities undertaken encompass all the companies of the Group equally. At International level, the analysis and diagnosis of the situation of Peruvian companies has been carried out and an action plan has been designed to launch the healthy workplace model.

Actions contained in the **Improvement Action Plan** have been implemented, revised with a 2016-2019 horizon, carrying out actions aimed at consolidating Red Eléctrica as a leading company in good practices in terms of prevention.

Among the most relevant improvement projects and activities **planned and carried out during 2017** by the Employee Services Department, noteworthy are the following:

- Establishing actions leading to the improvement of the control and monitoring of activities as a key element of safety rules. This includes, among other: meetings with contractors depending on their results in prevention, completing internal audits of the various activities by specialists in prevention, construction and maintenance.
- Developing the communication plans linked to awareness raising activities regarding occupational safety for all stakeholders.



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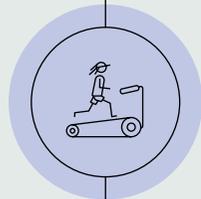
07 THE ROLE OF THE HEALTHY WORKPLACE WITHIN THE COMMUNITY



- MAIN INDICATORS

- Development of a control system [Kérberos] for access to facilities in order to have more detailed information available within the Company, regarding personnel carrying out works on overhead lines.
- Continuing with tailored physical activity and health plans.
- Continuing with healthy nutrition campaigns at various work centres.
- Sleep disorder prevention campaigns.
- Setting up programmes to support the transition to retirement.
- Creation and development of the CIRI Forum [Interactive Forum for the Resolution of Health and Safety Concerns] as a channel that enables consultation and participation in the organisation to be enhanced.
- The prevention plan associated with the results of the psychosocial risk assessment carried out in 2016 has been implemented, with a specific communication programme aimed at the entire workforce, as well as actions to develop skills and competencies,

## Promotion of PHYSICAL ACTIVITY



43  
%

of the  
workforce  
benefits from  
financial aid,  
in 49 sports  
groups

leadership, team cohesion, induction plans, all which have a direct impact on emotional/ psychosocial well-being.

- The development of the PRER corporate IT application, which ensures the monitoring of prevention, as well as the traceability of the risk assessments and the associated corrective actions.
- 1,092 medical check-ups were conducted, applying the corresponding protocols, according to the risks inherent to the jobs.
- Health campaigns geared towards the promotion of healthy eating and physical activity.
- For the first time, an initiative was launched in 2017 coinciding with the International Breast Cancer Day. A workshop whose objective was to raise awareness about the importance of the disease, destroy false myths, and to train those women who are interested to correctly perform breast self-exploration. Around 40 people participated in this workshop.

- Promotion of physical activity as a healthy lifestyle habit. 43% of the workforce benefits from financial aid, in 49 sports groups. Organisation of the Sports Days and participation in inter-company sports events.
- Research study of lifestyle habits of the Management Team.
- The Comprehensive Physical Examination and Consultation Project as an initiative to promote healthy lifestyle habits, especially among employees who do not exercise regularly and/or have certain health issues for which regular physical exercise could have a positive impact.
- Within the age management model, the plan has been designed and approved for the assessment and improvement of physical capacity in workers, in the older age group, in positions associated with risks.
- Launching of a new survey regarding the knowledge, use and satisfaction of the existing work-life balance measures and continuity of these measures related to health and well-being.



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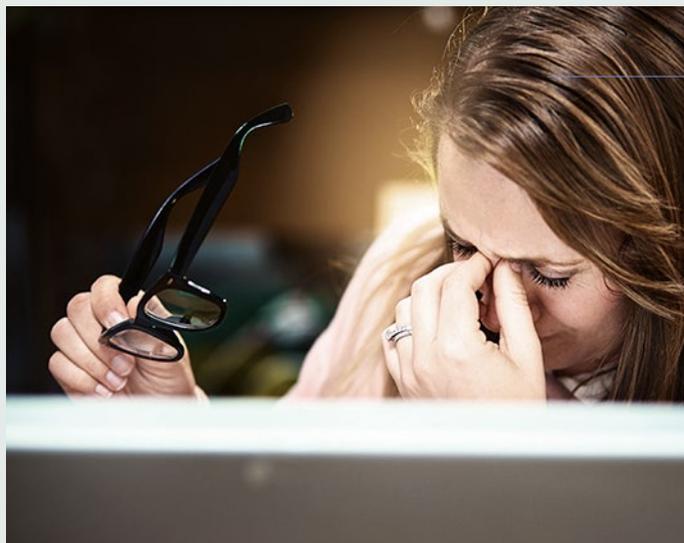
06 PSYCHOSOCIAL WORK ENVIRONMENT



07 THE ROLE OF THE HEALTHY WORKPLACE WITHIN THE COMMUNITY



- MAIN INDICATORS



- Inclusion of work-life balance measures in the Total Compensation model.
- 217 one-on-one nutrition consultations were carried out, reinforced with workshops on healthy eating habits in children and reading food labels, conducted in various work centres.

- A special campaign for visual health prevention, aimed at the early detection of ophthalmological pathologies, has been carried out in the work centres of La Moraleja-Albatros and Tres Cantos, where 341 people took part.
- In 2017, the new Corporate Volunteering Management Model was launched, and a multi-year plan has been approved that will allow inclusive, supportive and sustainable actions to be promoted.

- 14,744 hours of occupational health and safety training regulated under internal regulation AM012, 48.4% more than in 2016.
- Measurement of electromagnetic fields in 40 substations, in accordance with Royal Decree 299/2016, of 22 July, on the protection of workers' health and safety against the risks related to exposure to electromagnetic fields.
- Reduction of accident frequency and severity rates, regarding employees and Red Eléctrica contractors.

Among the **objectives and improvement projects planned for 2018** noteworthy are:

- Improve the training, skills and competencies required for the agents involved in the execution of works and activities in facilities.
- Implementing actions associated to Improvement Action Plan, through the creation of working groups.
- Creation and development of a Health and Safety Bulletin, as a communication channel

- to promote a culture of prevention, and to disseminate information regarding health and safety, both within and outside of the scope of the activity that Red Eléctrica carries out.
- Creation of a prevention dashboard which is cross-cutting and encompasses the Maintenance, Construction and HR Departments, as a standardised monitoring and control tool regarding health and safety conditions in the performance of works.
- Design and implementation of a new supplier assessment model that includes the joint assessments of all the Organisational Units that are involved in the execution phase of the works.
- Design of the corporate model for the optimal deployment of existing management systems in the companies of the Red Eléctrica Group.
- Development of the 3<sup>rd</sup> Comprehensive Work-life Balance Plan.



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MAIN INDICATORS

- Continuation of the following activities: group sports activities subsidised by the Company, days without school and summer camps for the children of employees, children's parties, children's painting contest, environmental and leisure activities for the family.
- Renewal of the Family Responsible Company (EFR) certificate.
- Design and implementation of a communication plan regarding the Age Management Model.
- Implementation of the initiatives defined for those groups in jobs with risks associated with age.

## TRAINING AND AWARENESS OF THE WORKFORCE

### Specific training in occupational health and safety

Red Eléctrica has designed a training programme for each job position, based on the risks associated with the professional activities involved. Mandatory qualifications have been defined in internal regulation AM012, consisting of the completion

of the training required in order to perform the duties associated with certain job positions.

Training and awareness are basic tools in order to integrate prevention, and particularly important in this regard is the training carried out in relation to jobs that entail electrical risk, both in courses for new hires in the area and in refresher courses for the consolidation and strengthening of know-how that has already been acquired.

During 2017, a total of 15,841 hours of training on health, safety and well-being were given, of which 14,744.5 hours correspond to the Health and Safety in the Workplace training programme established in internal regulation AM012. Of the total number of hours, 43.6% were specifically devoted to training on electrical risk.

The number of occupational health and safety training hours has doubled compared to 2016, in order to comply with the occupational health and safety training plan established in internal regulation AM012.

## The number of occupational health and safety training hours has doubled in relation to 2016.

96% of the hours delivered were classroom-based training and all significant accidents and incidents were analysed within the retraining programme provided for in the Training Plan.

The aim of this training is to strengthen the specialisation and

quality of the programmes offered and, specifically, to integrate training relating to safety in the workplace into the Company's general training plan.

The way that the training has evolved in recent years is provided below:

### Classroom training on prevention

	2011	2012	2013	2014*	2015*	2016*	2017*
Training sessions completed	91	69	48	65	88	123	172
Attendees	929	577	383	672	1,097	1,225	1,579
Hours of training	8,050	6,380	3,358	6,209	5,736	7,066	14,172

[The data relates to the contents of Internal Regulation AM012.]

\* Includes data on training relating to healthy workplace topics.

### Formación on-line en prevención

	2011	2012	2013	2014	2015	2016	2017
Training sessions completed	13	9	1	1	4	1	17
Attendees	110	129	4	47	68	13	216
Hours of training	174	129	4	47	113	79	572.5

[The data shown refers to the total training hours of Internal Regulation AM012].



In a complementary manner and outside the programme established in internal regulation [AM012], various specific training sessions

have been carried out and the participants have taken part in sectoral technical workshops.

### Complementary training on health and safety

#### Lessons learned - health and safety

	2017
Training sessions completed	1
Attendees	48
Hours of training	48

#### Master's Degree on Occupational Risk Prevention

Training sessions completed	1
Attendees	1
Hours of training	267

#### PETZL Technical workshop (Safety gear manufacturer): Safety when working at heights - electricity lines

Training sessions completed	1
Attendees	16
Hours of training	80

#### Psychosocial well-being. Emotional Fitness

Training sessions completed	5
Attendees	51
Hours of training	369

#### Health Coaching

Training sessions completed	1
Attendees	1
Hours of training	32

#### Operating an automatic/semi-automatic external defibrillator

Training sessions completed	6
Attendees	29
Hours of training	174



In 2017, the Health and Safety in the Workplace training programme was attended by 1,941 students, with a total dedication of 15,841 training hours. Of the total number of hours, 43.6% were specifically devoted to training on electrical risk.



## During 2017, the actions foreseen in the internal communication plan on occupational health and safety were carried out, in order to raise awareness regarding the most significant aspects of the prevention and promotion of health and safety.

We have also participated in and collaborated on the training and recycling of occupational health and safety in the Local Operation techniques regarding substations, both for our own personnel and for the various Substation Maintenance Contracts that conduct Local Operator functions.

In addition to the exact training related to the specific risks inherent to the jobs, Red Eléctrica is committed to a more extensive training in occupational health and safety, directly linked to comprehensive healthcare prevention and health promotion. In addition to the standard first aid courses, we have also conducted theory and practical workshops and talks that during 2017 were organised in various work centres (two workshops on healthy eating habits for children, a talk on the prevention of breast cancer, five workshops

on sleep hygiene), with a large number of employees taking part.

Also noteworthy is that during 2017 work was carried out within the participation groups of UNESA in the preparation of a draft for the certification of the occupational risk prevention training for health and safety risks of workers of contractor companies, which encompasses minimum recommended training standards for service companies that work in the electricity sector.

### Communication and awareness

During 2017, actions foreseen in the internal communication plan for occupational health and safety were carried out, aimed at raising awareness regarding the most significant aspects of the prevention and promotion of health and safety.

Among the actions undertaken in this area noteworthy are:

- Drafting of the 2016 Occupational Health and Safety Annual Report and its publication in digital format on the internal and external web. This was also translated into English and a summary version was published highlighting the most significant aspects.
- Consolidation and development of the Internal Consultation Forum, created in 2016, on the corporate intranet through which consultations, suggestions and the resolution of doubts related to health and safety can be made, encouraging the participation of employees and facilitating a standardised interpretation of resolutions, through its dissemination to all Red Eléctrica personnel.
- Meetings with contractor companies to monitor and analyse their health and safety prevention results, as an element of raising awareness and promoting prevention as a factor of quality and safety at work.
- Production and diffusion of a short film whose theme was prevention in order to raise awareness and promote the involvement of all the agents involved in the processes, as a factor in the positioning of Red Eléctrica as a leading company in preventive culture.
- Publication of news on the intranet in relation to campaigns to promote healthy lifestyle habits, cancer prevention, flu vaccinations, and others related to the psychosocial environment, such as actions regarding work-life balance.
- Participation in specific conferences and congresses related to the Healthy Workplace Model. International Safety Fair [SICUR], Nutrition Congress, 'Foment' Conference. Summer Course of Castilla-La Mancha University [UCLM].



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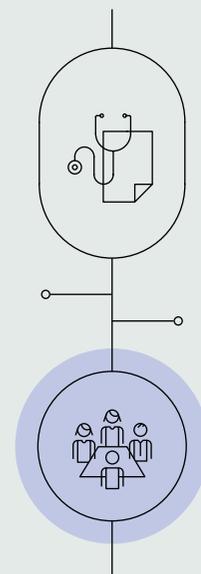
- MAIN INDICATORS

- Participation in conferences on Cost-benefit of Prevention in the National Centre for Working Conditions of the National Institute of Safety and Hygiene at Work (INSHT) Barcelona.
- Participation in a UNESA Occupational Medicine working group.
- Participation in UNESA Occupational Health and Safety working groups.
- Participation in the working group for large companies' in-house medical staff.

### WORKERS' PARTICIPATION Occupational Health and Safety Committee

The Workplace Health and Safety Committee met four times during 2016, as required under Law 31/1995 on the Prevention of Occupational Risks. The Committee is made up of six employees' representatives and six Company representatives. These meetings follow up all prevention and health

### OCCUPATIONAL HEALTH AND SAFETY Committee



4  
MEETINGS

held in 2017 to monitor the activity regarding prevention and health promotion

-  
**6 representatives of the workers and 6 representatives of the Company**

activities, reviewing processes and analysing and monitoring the results of these activities and the Occupational Health and Safety programmes.

The Committee hears the opinions of prevention officers relating to prevention policy and planning, as well as analysing the proposals for improvement put forward by the employees through the established channels. It also examines the results of the internal and external audits carried out and any improvement actions implemented.

The minutes of meetings record the items discussed and these are published on the internal website, so they can be viewed by all employees and stakeholders.

Due to modifications within the organisation, changes were notified regarding the composition of the Occupational Health and Safety Committee, with the incorporation of a new member from the Company's representation and a new Secretary.

Monitoring of the activity regarding prevention and health and safety, as well as the new applicable legal regulations has been carried out. In addition, there has been a review of internal processes and regulations, as well as the analysis and monitoring of the results and occupational health and safety programmes and monitoring of the safety equipment and materials.

The results of the internal and external audits conducted, and the improvement actions implemented, have been presented.

During 2017, a section has been included in the minutes in which the members of the Committee are given a summary of the activity of the Internal Consultation Forum with regard to prevention issues, addressed transversally by the areas of Construction, Maintenance and Corporate Security.

The results of the Psychosocial Risk Assessment and the results of the assessment of the Work Ability Index were also presented, as part of the actions carried out within the Age Management Plan.



## In 2017, verification of compliance with legal requirements was conducted in order to fulfil the requirements of OHSAS 18001 for the IT application for prevention management (PRER).

### REGULATIONS

Internal Occupational Health and Safety Regulations have been reviewed, restructured and broadened during 2017 in order to ensure that they meet the requirements for certification and that they comply with the changes in the legislation currently in force.

Specifically, Two Technical Procedures have been updated: TM001 and TM002. In addition, a Technical Instruction has been updated: IM002.

Two new Technical Instructions have also been approved: IM042 on pressure equipment and apparatus and IM043 on Safety in works on conductors and grounding cables of high-voltage lines. This latter substitutes the IM019 and IM023 that have been removed from the legal framework.

A summary of the internal regulations in force during 2017 is presented below:

### Existing regulations on occupational health and safety

	2011	2012	2013	2014	2015	2016	2017
Policy					1	1	1
General Procedures	2	2	2	2	2	2	2
Technical Procedures	5	5	5	5	5	5	4
Technical Instructions	15	17	17	18	18	19	21
Action Guides	15	15	15	16	18	21	20

All regulations are published on REE's internal website.

### VERIFICATION OF COMPLIANCE WITH LEGAL REQUIREMENTS

Throughout 2017, the verification of compliance with legal requirements was conducted in order to fulfil the OHSAS 18001 requirements for the certification of the corporate IT application [called PRER] used for monitoring and managing prevention.

All the legislation currently in force and applicable to Red

Eléctrica's facilities and activities is now available, along with all the requirements arising from this legislation. As both the regulations and the requirements must be frequently updated, this has the advantage of allowing us to have a complete database of regulations.

43 verifications have successfully been completed: in Red Eléctrica's facilities and buildings, and for various activities, involving both maintenance and construction.





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MAIN INDICATORS

### RISK PREVENTION AUDIT

During the audit for the monitoring of OHSAS 18001:2007 certification, which was carried out by AENOR in June 2017, a detailed study was made of the documentation relating to the Company's prevention system (risk assessments, preventive action planning, etc.), and checks were made to confirm that the system was aligned with the requirements set out in the specifications. Several comments and points for improvement were put forward, and these were brought together in a corrective action plan.

The audit report indicated that there was evidence of the integration of preventive activity at all hierarchical levels and at all the premises visited, emphasising the significant change produced by the publication of the Occupational Health and Safety Manual, which had meant the explicit integration of workplace health, ergonomics and applied psycho-sociology and led to evidence of notable improvements in the global integration of the management system as compared with previous years.

The strengths of the Occupational Health and Safety Management System that have been highlighted by the Audit include the following:

- The evolution of the accident rate in 2016, both for the Company's own staff and for the workers of contractor companies, as a critical factor in the reduction of overall accident indicators.
- The development of the PRER corporate IT application, which ensures the monitoring of prevention, as well as the traceability of the risk assessments and the associated corrective actions.
- The CIRI Forum (Interactive Forum for the Resolution of Health and Safety Concerns) as a channel that enables consultation and participation in the organisation to be enhanced.
- The process implemented for the measurement of electromagnetic fields in substations, in accordance with Royal Decree 299/2016, of 22 July, on the protection of workers' health and safety against the risks related to exposure to electromagnetic fields.

The audit report of June 2017 indicated that there was evidence of the integration of preventive activity at all hierarchical levels and at all the premises visited.





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- MAIN INDICATORS

The publication of the Occupational Health and Safety Manual represents notable improvements in the global implementation of the management system as compared with previous years.



- The identification, monitoring and control of Confined Spaces through the implementation of the Action Guide AM025: Safety in Works in Confined Spaces.
- The improvement achieved with the automation of the monitoring and control process of the fire protection systems in the organisation.

- The process of rating contractors, through reports to measure their performance regarding Occupational Health and Safety aspects, geared towards the selection process for suppliers and the and the management of the purchasing process.

Three minor non-conformities, already corrected, have also been identified, which are detailed below:

- A lack of monitoring was detected in the control of access to Civil Works for the enlargement of the Juneda Substation, as the presence of a worker without due authorisation to access the facility was identified.

- The installation of a fire-protection water tank in the La Mudarra Logistics Centre, subject to Industrial Regulation, was identified as not having the hygienic-sanitary maintenance programmes adapted to its characteristics neither drawn up nor implemented.



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MAIN INDICATORS

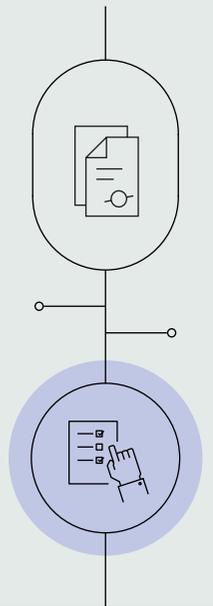
- There is no evidence of the Periodic Regulatory Inspection of the low-voltage cable installation of the Buildings in Barcelona, Bilbao, Seville and A Coruña.

OHSAS certification was initially obtained in September 2002, and since then, the Company has undergone the monitoring audits and has obtained the corresponding certification renewals. This endorses the work being carried out by Red Eléctrica in occupational risk prevention, and it regularly ensures that the Company continues to apply the latest and most demanding requirements for health and safety in the workplace, going beyond the standards set out in current legislation.

Red Eléctrica became the first Spanish utility company in the energy sector to certify its occupational risk prevention management system.

As a result of the internal audits carried out by AENOR, a total of 26 corrective actions have been implemented to correct the deviations and comply with the observations identified.

### Audit



**OHSAS:  
18001:2007**

Certification endorses the application of the most demanding prevention and occupational health and safety criteria



As a result of a proposal made by the Occupational Risk Prevention improvement group consisted of experts from the Construction, Maintenance and Human Resources units, a new audit concept was introduced in 2017, which was carried out by the Management Team which

resulted in 131 corrective actions to correct the deviations and comply with the observations identified in Civil Works.



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# 04

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- MAIN INDICATORS

# Physical work environment

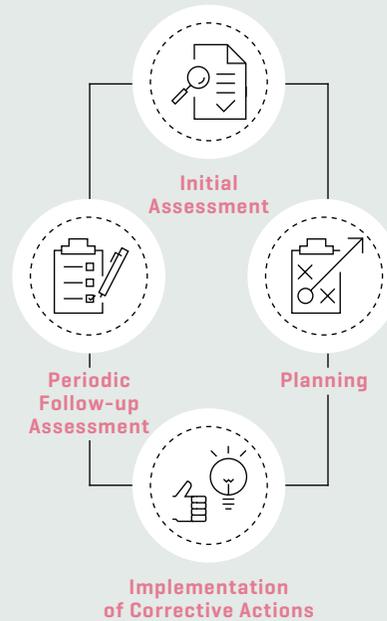
## OCCUPATIONAL SAFETY

### Risk assessment

Risk assessment is one of the main tools in any occupational risk prevention management system. It allows the assessment of the severity of the risks that could not be prevented, and the planning of the relevant corrective action, based on the level of risk involved.

Red Eléctrica de España has completed the assessment of the risks associated with 100% of the job positions in all its facilities.

Incorporating the assessment data into the PRER corporate IT application used for managing prevention allows the monitoring and traceability of the risk assessments and the associated corrective actions.



Risk assessments require that any deficiencies be corrected within the time periods allocated, and these periods are always based on the degree of risk

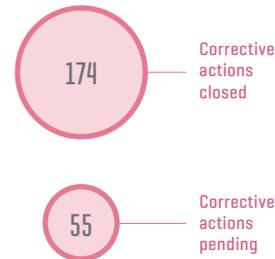
assigned by the prevention expert.

199 risk assessments were carried out at the Company's facilities and work centres during 2017. These provided precise and up-to-date information on the risk factors that require action

and led to a total of 229 corrective actions, of which more than 76% have already been implemented.

The details of all the corrective actions arising from risk assessments [including those pending from previous years] are as follows:

### Summary of corrective actions [Risk assessments] No.



### Closed corrective actions %

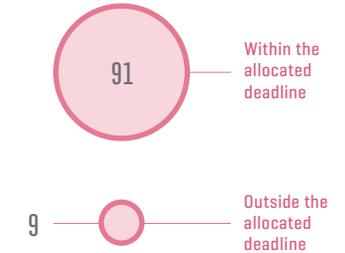




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MAIN INDICATORS



The corrective actions for the resolution of deficiencies are planned with those responsible for the facility, establishing in the system a maximum period for its correction. Of the 229 corrective actions initiated as a result of the risk assessments carried out in the facilities, 174 have

been corrected, of which 91% were completed and closed within their allocated deadline.

Risk assessments have also been carried out individually on three employees who have had restrictions placed on their professional

duties due to limitations detected during the medical check-ups carried out, and in addition to these 47 assessments regarding organisational job positions, standard job positions and specific job positions have been carried out.

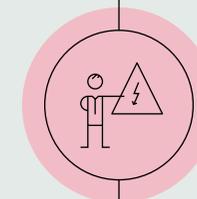
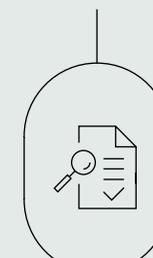
### Work organisation and preparation

The action taken by the Company has been particularly directed towards complying with the rules set out in the organisational procedures related to the preparation of works, in such a way that safety becomes an integral part of the process from the outset of the planning of the activity.

The execution of construction or maintenance works on electricity lines and substations by the Company's own personnel, or by contractors, is one of Red Eléctrica's activities that entails greatest risk and are therefore the ones that have been the focal point of most of the preventive actions.

As part of its supplier qualification programme, Red Eléctrica pays special attention to ensuring that those professionals managing

## Risk ASSESSMENTS



# 199

## ASSESSMENTS

were carried out during 2017

*Leading to a total of 229 corrective actions, of which more than 76% have already been implemented.*





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- MAIN INDICATORS

worksites are aware of the safety criteria to be applied at the Company's facilities.

In this regard, special importance is paid to the preparation of safety studies, to the review of safety plans or procedures in accordance with the legal rules in force, and to the participation in kick-off meetings, aiming at ensuring that all specialist personnel apply the safety measures described in these documents.

### Supplier safety qualification

During 2017, 90 Supervisors and 241 Forepersons were certified in occupational health and safety matters.

The training of Safety Coordinators and particularly of the site and

works supervisors has become a cornerstone to guarantee the deployment of prevention efficiency programmes, that form a necessary part of the approach to prevention applied by Red Eléctrica.

Similarly, the Company continues to place demands on its contractors indicating that in order to be able to carry out specific activities that are classified as high risk, the worker assigned the role of Foreperson must be properly certified. This certification is awarded by the Health and Safety Service once the designated Forepersons have undergone a test in which they must prove they fully understand the regulations regarding prevention as set out in the law and in the regulations established by Red Eléctrica as part of its safety procedures.

The activities that require a foreperson certified in safety are the following:

### Activities that require a certified foreperson

01	Work excavating foundations for overhead lines
02	Work assembling and hoisting towers for overhead lines
03	Work on conductors and earth wire (laying/hanging and other)
04	Work on earth wire (replacement and other)
06	Works on underground lines (Civil works in trenches and galleries)
07	Works on underground lines (laying/hanging works in trenches and galleries)
08	Works on underground lines (assembly of elements)
12	Civil engineering works at substations
13	Electro-mechanical assembly works at substations
14	Vacuum testing, commissioning and energising
16	Specific refurbishment of assembly equipment at substations and other centres
24	Inspection of structures. Lines, substations, corrosion, general state...
25	Painting / silicon coating work on overhead lines
26	Painting / sealing on underground lines / substations
27	Pruning, felling and clearing work
30	Maintenance encompassing live working
33	General line maintenance (only support personnel)
34	General underground line maintenance (only support personnel)
35	General maintenance in substations (only support personnel)
41	Buildings construction works
54	Disassembly works, scrap removal works and tank cleaning

The following figures reflect the number of people certified at the close of 2017:

### Total number of Certified personnel

Total number of Certified supervisors	703
Total number of Certified forepersons	2,031
Number of companies with at least one Certified foreperson	173
Total number of Certified coordinators	39

### Evolution of contractors' certified personnel

(No.)

	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017
Certified Supervisors	148	142	115	80	110	75	67	154	104	53	90
Certified Forepersons	128	120	112	112	292	475	354	211	210	185	241



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MAIN INDICATORS

### Coordination of preventive actions

Law 31/1995 on the Prevention of Occupational Risks specifies a general duty to plan preventive action principles prior to commencing work. For work in the construction sector, this planning is governed under Royal Decree 1627/1997, through the preparation and submission of the necessary documentation setting out the tasks to be performed, the risks associated with the work and the preventive measures to be implemented.

Safety studies are prepared by the Red Eléctrica's safety service team and the regulations state that these must be sent together with the Request for Quote to the companies invited to tender, who shall take them into account prior to submitting their bids. The awardee must use this information to prepare a Safety Plan.

In its safety plan, the company contracted to carry out the work will describe the way it is going to complete the work and the organisation that it is putting in place to ensure that its duties are performed under optimum safety conditions.

For work that is not regulated under Royal Decree 1625/1997, the regulations approved by Red Eléctrica require that the Contracted company provides a description of the safety procedures in which it details the preventive framework and the resources to be used, in the same way as is required for construction works.

During 2017, 70 Safety Studies were prepared, and more than 1,300 safety plans/procedures were approved. These are broken down as follows:

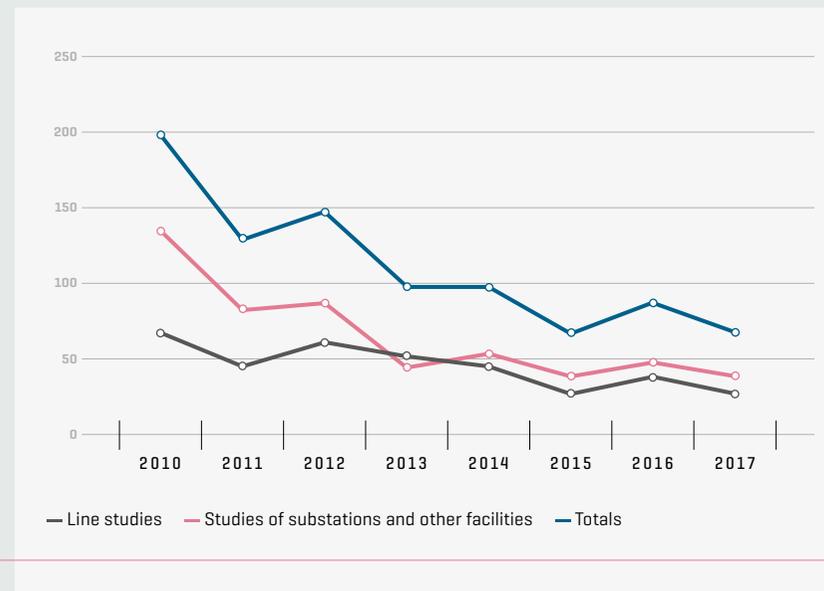
### Summary of activities 2017

	(No.)
Line safety Studies	29
Safety studies of substations and other centres	41
Plans / procedures for works on lines	475
Plans / procedures for works on substations and other facilities	1,075

During 2017, 70 Safety Studies drafted by the prevention service were prepared and more than 1,500 Safety Plans / Procedures presented by awardee companies were approved.

The following graphs and table show the evolution of the management of the coordination of business activities.

### Evolution of Safety Studies Conducted No.



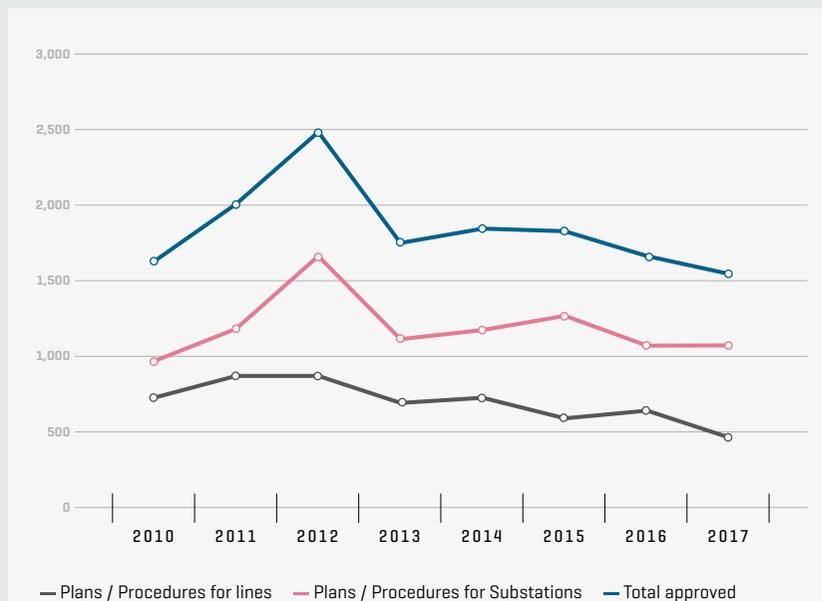


### Evolution of safety plans and safety studies

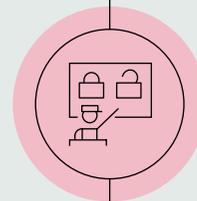
[No.]

	2010	2011	2012	2013	2014	2015	2016	2017
Line safety Studies	69	46	61	52	45	27	41	29
Safety studies of substations and other centres	128	83	86	46	55	41	47	41
Plans / procedures for works on lines	680	843	847	655	680	561	605	486
Plans / procedures for works on substations and other facilities	939	1,164	1,651	1,075	1,147	1,244	1,047	1,064

### Evolution of Plans/Procedures No.



## KÉRBEROS PROJECT



Implemented in

**142**  
FACILITIES

by the end  
of 2017

**116,500 entries**  
were logged by the system

### Kérberos Project - Access control system

Due to the existing difficulty involved in managing and controlling all the personnel accessing the Company's facilities, the Company decided to develop the Kérberos project. This was done with the idea of controlling access to all the Company's facilities within 10 years.

To this end, in June 2014, development work began through the PRER IT application and the ACNE access control system, implementing the project in 14 facilities to verify its viability.

In general terms, for supplier personnel the system works as follows:

- Each supplier enters the details of its personnel in the PRER database, providing the necessary documentation depending on the category of each person.
- Using the PRER application, suppliers assign both their own employees and subcontracted employees from that database to the safety plans and procedures that they have approved.
- Each day, PRER generates a file containing the access authorisations



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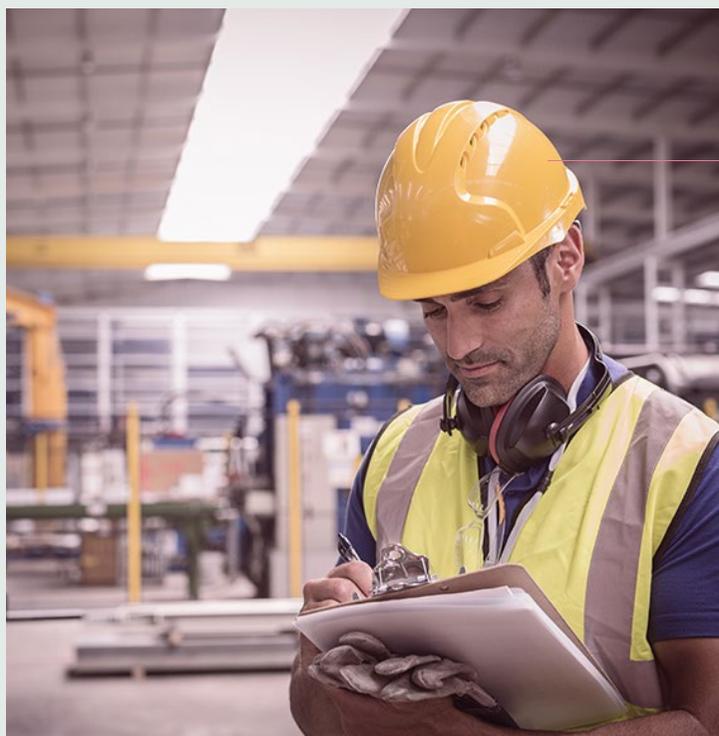


07 THE ROLE OF THE HEALTHY WORKPLACE WITHIN THE COMMUNITY



- MAIN INDICATORS

## The prevention service specialists periodically visit works to see first-hand the degree of compliance with established procedures and foster preventive actions.



and this is sent to the Access Control System (ACNE), so that each worker has the necessary permission to access the facilities for which he or she is authorised. This permission takes different forms, depending on the category of the personnel involved. Via the PRER application, the experts responsible for each facility have the authority to permit or deny access to the substation by Forepersons, permission is granted by providing them with a special code to be able to open up the facilities to gain access.

- The Company's facilities have been fitted with the infrastructure required for the members of personnel to enter and validate their codes when entering and leaving the premises.
- When these people want to enter the facilities, they must enter their personal code in the system, which records access and informs the worker whether they have authorised access or not.
- Based on all the recorded entries and exits, a daily report is generated and then sent to the PRER application so that it can be monitored by authorised Red Eléctrica personnel.

By the end of 2017, 142 facilities have been equipped with and are using the *Kérberos* System. There is at least one facility with this system installed in each of the 8 regional areas. By the close of the year, 116,500 entries had been logged by the system.

### Performance measurement

As part of its integrated prevention system, Red Eléctrica has established that verification of the necessary safety conditions is not only the duty of the safety service specialists and safety coordinators, but that the organisational units must also participate in monitoring these conditions through the work supervisors.

Safety service specialists regularly visit the work sites in order to check the level of compliance with the established procedures and to promote preventive actions.

Safety coordinators are entrusted with this duty under the legal regulations that establish the obligation to have a professional appointed to this position on all construction sites.

Work supervisors, as the people who are either permanently stationed at



the work site or pay frequent visits to it, are in a preferential position to provide information about the levels of compliance with the prevention regulations.

The implementation of inspection models allows standardisation of criteria for anyone carrying out the inspections, and the information received can, therefore, be compared, regardless of the location, the company or the individual submitting the information.

More than **13,046 safety inspections** were carried out throughout 2017. The inspections were focused on those works where the risk of accidents happening was higher.

The following table shows the way that performance measurement has evolved, and this also reflects the way that business has progressed.

Of the total number of inspections, 48.8% were carried out on Construction, facility renovation and improvement works and 44.9% on Maintenance works and activities. The remaining inspections were carried out on works in the fields of engineering, environmental and HR.

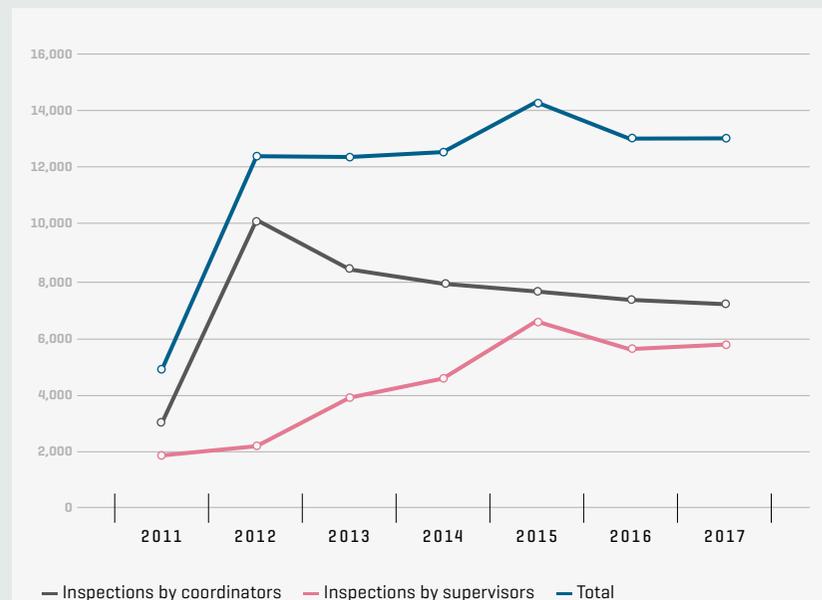
### Evolution of safety inspections

	2010	2011	2012	2013	2014	2015	2016	2017
Inspections by coordinators	2,407	3,148	10,194	8,448	7,945	7,672	7,377	7227
Inspections by Red Eléctrica supervisors/experts	1,709	1,902	2,225	3,943	4,619	6,647	5,661	5819
<b>Total</b>	<b>4,116</b>	<b>5,050</b>	<b>12,419</b>	<b>12,391</b>	<b>12,564</b>	<b>14,319</b>	<b>13,038</b>	<b>13,046</b>

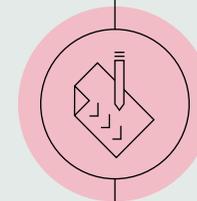
It should be noted that in 2017 there was a change in the organisation which integrated

the Renovation and Facilities Improvement Department into the Construction Management Area.

### Evolution of Safety Inspections No.



### Safety INSPECTIONS



More than **13,046 INSPECTIONS** were carried out in 2017

*Focused on those works where the risk of accidents happening was higher*



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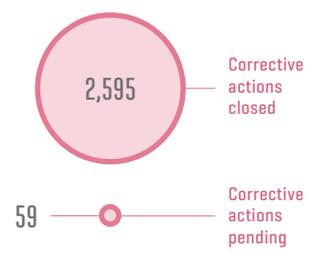
- MAIN INDICATORS

Following these inspections, **2,654 corrective actions** were reported for resolution, and of these 2,595 were closed during 2017. Of the actions implemented, 68% were completed within the allocated deadline. Noteworthy is the high number of corrective actions that were closed in the year, 97.7% of the actions initiated.

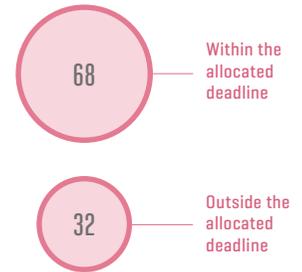
Also, as a result of the operational monitoring process carried out on the Company's works and activities a total of **162 risk notifications** have been issued, resulting in the initiation of 141 corrective actions by both Red Eléctrica and its contractors, of which 137 have now been completed and fully corrected.



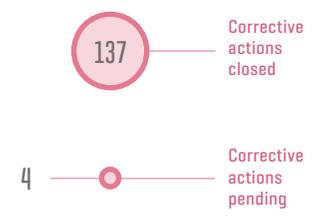
**Summary of Corrective Actions [Safety Inspections]**  
No.



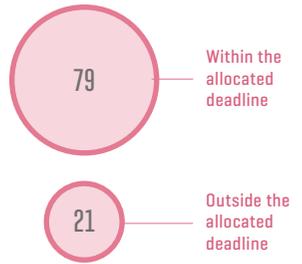
**Corrective Actions Closed %**



**Summary of Corrective Actions [Operational Control]**  
No.



**Corrective Actions Closed %**



The decrease in accident rates is due to the **control, monitoring and traceability** of risk situations that arise in relation to the various activities engaged in at our facilities and work centres.



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MAIN INDICATORS

### Corrective actions

As indicated in the various sections analysed in this Report, the management and analysis of risk assessments, accidents, incidents, risk notifications and safety inspections, along with the outcome of the audits carried out, gave rise to a series of corrective measures and actions aimed at the heads of the different organisational units, as well as at contractors.

An overall summary of all the actions that were initiated in 2017 can be seen in the following graphics:

Particularly noteworthy is the high percentage of corrective actions closed as a proportion of the total number initiated over this period, some 95.2% in all. At Red Eléctrica we are convinced that the monitoring and traceability of the risk situations that arise in relation to the various activities engaged in at the Company's facilities and work centres will lead to improvements in controlling the risk involved in such work and a reduction in accident rates. Although the rates are already quite low, additional effort must be put into reducing the number of accidents and

In 2017, the corrective actions closed have represented a high percentage with respect to those open, reaching 95.2%.

incidents occurring during works and other activities carried out on our premises.

### Management of safety equipment

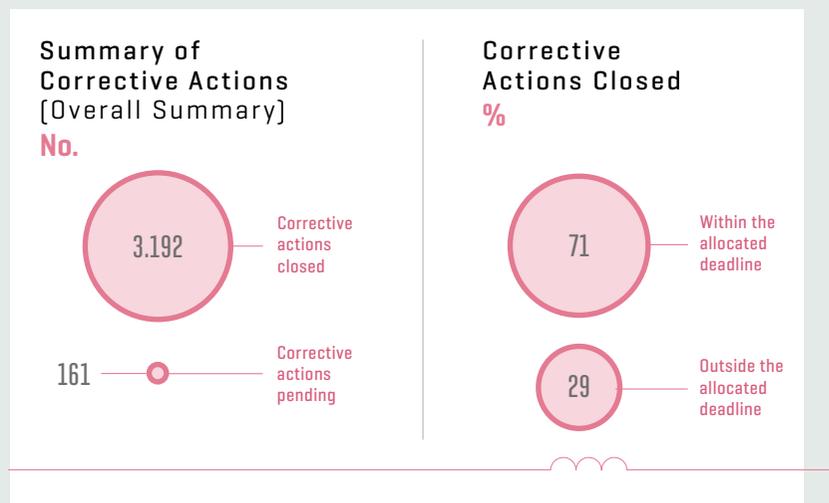
The proper choice and use of the safety equipment is a highly important preventive measure when carrying out works, especially when it is not possible to eliminate all the risk involved at source. In these cases, the use of the proper collective and individual safety equipment is one of the main preventive measures that can guarantee a worker's protection.

piece of equipment is standardised through the preparation of a technical specification sheet.

Each piece of equipment or group of similar equipment has its own technical specification sheet that is published and updated on the internal website. These specification sheets describe the most important features, the instructions and the maintenance conditions for each type of equipment. By the end of 2017, 146 of these specification sheets had been published for safety equipment and a further 65 regarding chemical products.

The prevention service pays special care in selecting and standardising the clothing and individual and collective protective gear that is best suited to the Company's activities, bearing in mind best practices and new technical and technological developments. Each

The prevention service checks that stocks in the General Warehouse are renewed over the course of the year, to ensure that all requests for safety equipment submitted by the different work centres can be attended to. A technical validation of the safety equipment sent by the





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suppliers is also carried out, as a prerequisite for its acceptance by the Central Warehouse, in order to verify it complies with the specifications of its technical sheet and that it is correctly distributed to users.

Collaboration took place with the Procurement Management Department on the three-yearly auction process for the purchase of safety equipment and materials, conducting a technical validation of the specification sheets sent by the suppliers, as a quality control measure in the awarding of the contract for the supply of all standardised equipment.

The equipment for working at heights has been updated and improved, and in particular those components of the rescue kit, designed primarily for use on high-voltage lines.

New models of hot sticks with hooked ends and clamps with a ring shank have been proposed for placement in horizontal position, for special use in many substations of the non-peninsular regional areas (the Balearic Islands and the Canary Islands), for their standardisation.



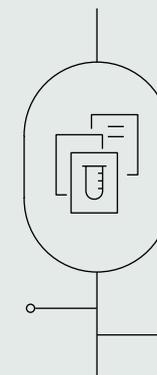
As an addition to the safety equipment, this year we have incorporated double fall arrest lanyards ['Y' shaped] with integrated energy absorber with a double hook with large gate opening, so that it can be used on structural elements which are greater in size.

At the request of the Prevention Delegates, new mountain-

style boots with more suitable characteristics have been tried out for the undertaking of on-foot inspections for longer sections of high-voltage lines.

The range of grounding equipment has been broadened, incorporating copper cables with a cross-section of 120 mm<sup>2</sup>, able to withstand greater short-circuit currents and longer exposure times.

## TECHNICAL SPECIFICATION SHEETS



**146**  
SPECIFICATION SHEETS  
for safety equipment and

**65**  
SPECIFICATION SHEETS  
for chemical products

*Published at the end of 2017*



## Red Eléctrica values the prevention efforts made by its Contractors in their implementation of best practices in performing their health and safety duties in the workplace, and it assesses the results obtained so that they can be taken into consideration in future tendering processes.

A study has begun regarding the possible incorporation of aluminium cables with a cross-section equivalent to that of copper, as already tried and tested by other electricity companies.

### Assessment of contractors based on their performance regarding prevention

Red Eléctrica values the prevention efforts made by its Contractors in their implementation of best practices in performing their health and safety duties in the workplace, and it assesses the results obtained so that they can be taken into consideration in future tendering processes.

In order to showcase these efforts, for the last few years, the Company has been improving the methods used for measuring the results in the field of Prevention, separating the results by activities and thus standardising the assessment. Measurements are carried out by pairing each contractor with the activity conducted. Should

a contractor engage in different activities for Red Eléctrica, measurements are taken separately every six months or at other different intervals.

All Contractors can monitor the progress of their results.

The following items are considered and assessed when making this measurement:

- **Accident rate results.** Compares the severity rate between each contractor/activity pairing and the severity rate of all companies engaged in the same activity. This carries a 30% weighting.
- **Control of information regarding the accident rate.** It measures the control that each supplier's prevention service has over the accident rates occurring at the company in question, assessing the time taken to prepare detailed reports of accidents. This carries a 15% weighting.

- **Results from safety inspections and risk notices.** An average score is awarded for each company/activity pairing regarding those deficiencies recorded as a result of the safety inspections carried out and the risk notices issued. This carries a 15% weighting.

- **Efficiency in the adoption of corrective actions.** This involves measuring the speed at which efficient corrective measures are adopted. This carries a 15% weighting.
- **Amount of subcontracting used.** This is a rate showing the amount of subcontracting used. This carries a 5% weighting.

- **Reviews of plans and procedures.** Measures the number of reviews carried out and rejections made prior to approval of the Safety Plan/ Procedure prepared by the supplier. This carries a 5% weighting.

- **Proposed improvements.** Measures the average score obtained by each company/activity pairing due to the proposed improvements that have been developed and assessed. This carries a 15% weighting.

### IT Management tool. PRER

The update of the corporate IT occupational health and safety application (PRER) used for monitoring and managing prevention has been carried out, developing and incorporating 22 improvement actions, which have included the requests received from the Organisational Units and contractors together with those detected by the Occupational Health and Safety Area. The most noteworthy improvement actions are the following:

- Facilitate the delivery of work authorisations for Maintenance Technical Experts using the 'Moviman' mobility application that allows the subsequent consultation and registering of the Authorisations in PRER.



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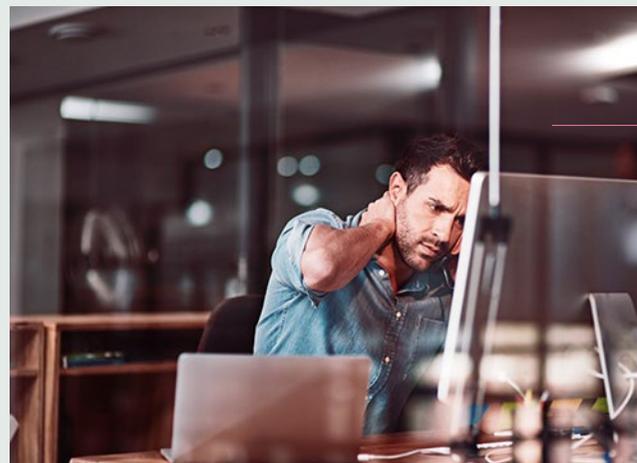


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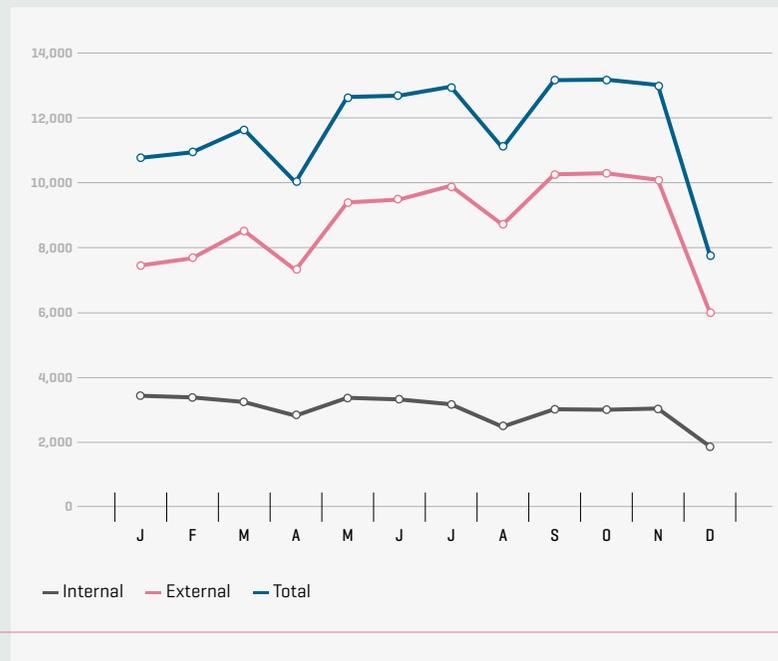
- Modification of the configuration of PRER to extend its functionality to all the companies of the Red Eléctrica Group.
- Implementation of specific processes to identify and record information regarding confined spaces.
- Improvement of the system for granting access to substations through the *Kérberos* System to the Forepersons of authorised contractors by providing them with a special code to be able to open up the facilities.
- Modification of the measures of the contractors' ranking for the providers of works supervision activities and for the coordination of safety.
- Modification of the calculation of accident rate indicators, making calculation periods more flexible increasing their frequency from half-yearly to monthly, increasing the number of filters and enabling the calculation of global indicators, jointly for own employees and contractor personnel.

All Occupational Health and Safety information is managed through this application, providing users with all the information they need for each area, information that varies according to the role of each user. This task is carried out whilst maintaining the traceability of all actions in all processes.

Below, are some of the usage figures for 2017, as well as the evolution of the accesses by both internal and external personnel. Reaching a level where all stakeholder groups that participate in the occupational health and safety processes have access to the required documentation in each one of them, it has represented, for the occupational health and safety area, a significant advance in the management and efficiency in this field.



PRER access log during 2017 No.





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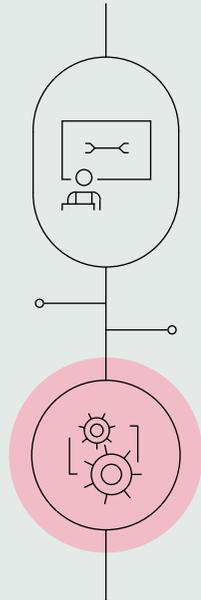
- MAIN INDICATORS

Regarding the **processes managed during 2017**, noteworthy was the following data:

Processes Managed	(No.)
Safety studies carried out	70
Safety plans approved	584
Safety procedures approved	966
Accidents managed	103
Incidents managed	128
Risk notices issued	162
Work inspections	13,046
Corrective actions initiated	3,353

During 2017, changes will continue to be made that will help us improve in each of the processes of the application.

### PRER MANAGEMENT TOOL



# 22

## improvement ACTIONS

carried out

*Upon request from the Organisational Units, Contractors and improvements detected by the Occupational Health and Safety Area*

## In 2018, new workshops will be launched in outlying work centres as part of the campaign for the prevention of musculoskeletal disorders.

### ERGONOMICS AND OCCUPATIONAL HYGIENE

Following the integration of the technical specialisations of Ergonomics and Occupational Hygiene into the **Health and Safety management system**, an ergonomic assessment of all individual job positions was completed in 2013, resulting in an action plan followed during the subsequent years. Among the actions carried out in 2017 as a continuation of the plan launched in 2014, we can highlight the following:

- Work was carried out on the preparation and organisation of new workshops within the campaign for the prevention of musculoskeletal disorders, to be launched in 2018 in outlying work centres.

- A significant amount of Electrical Magnetic Field (EMF) measurements were carried out to adapt to new legislation.

### Electromagnetic fields

Directive 2013/35/EU, of the European Parliament and the Council, of 26 June 2013, on minimum health and safety requirements regarding the exposure of workers to the risks arising from physical agents, sets forth minimal provisions for the protection of workers against the risks for health and safety arising out of or that could arise out of exposure to electromagnetic fields in the workplace.

In 2016, Royal Decree 299/2016, of 22 July came into force, on the protection of the occupational health and safety of workers against the risks related to



exposure to electromagnetic fields, as a transposition into Spanish law of the content of Directive 2013/35/EU.

Measurements of the values of the electromagnetic fields are made in various facilities of Red Eléctrica, to verify that the exposure limit values established in the referenced standards are not exceeded.

### Electromagnetic field measurements 2017 [No.]

Regional Area	
Eastern Regional Area	10
North-western Regional Area	10
Northern Regional Area	15
Southern Regional Area	5
<b>TOTAL</b>	<b>40</b>

#### Regional areas

<b>EASTERN</b>	<b>10</b>
<b>NORTH-WESTERN</b>	<b>10</b>
<b>NORTHERN</b>	<b>15</b>
<b>SOUTHERN</b>	<b>5</b>

At the end of 2017, measurements were taken in 40 substations, with a total of 80 measurements having been made on the entire set of facilities since 2016. It is expected that this will continue throughout 2018.

The results obtained in the measurements carried out in the 40 substations, indicated that the limit values were not exceeded in these facilities of Red Eléctrica.

### ACCIDENT MANAGEMENT

All accidents occurring at Red Eléctrica's facilities during construction and maintenance works are managed in accordance with an internal procedure. Such works are classified as part of Red Eléctrica's corporate purpose, and must, therefore, be monitored and followed up.

The following table shows the general statistical data for the accidents that occurred during 2017 involving employees of Red Eléctrica and its Contracted

### Accident rate indicators

	Red Eléctrica Personnel		Contractor personnel	
	2017	2016	2017	2016
<b>Activity expressed in numbers</b>				
Average number of employees	1,731	1,704	2,940	2,664
Number of hours worked	2,925,390	2,879,760	4,969,450	4,501,934
Number of accidents	25	23	72	81
<b>Work-related accidents</b>	<b>22</b>	<b>15</b>	<b>70</b>	<b>78</b>
Fatal accidents	-	-	-	-
With sick leave (major injury)	-	-	3	-
With sick leave (minor injury)	5	7	33	46
Accidents without sick leave	17	8	34	32
<b>Commuter-related accidents</b>	<b>3</b>	<b>6</b>	<b>2</b>	<b>3</b>
Fatal accidents	-	-	-	-
With sick leave (major injury)	1	-	-	-
With sick leave (minor injury)	2	6	2	3
Accidents without sick leave	-	-	-	-
<b>Other causes</b>	<b>-</b>	<b>2</b>	<b>-</b>	<b>-</b>
Fatal accidents	-	-	-	-
With sick leave (major injury)	-	-	-	-
With sick leave (minor injury)	-	2	-	-
Days lost due to work-related accidents	139	255	1,366	1,402
<b>Rates</b>				
Frequency rate	1.71	2.43	7.24	10.22
Severity rate	0.05	0.09	0.27	0.31
Incidence rate	2.89	4.11	12.24	17.26
Average length of incapacity	27 days	36 days	37 days	32 days

*Definitions: Frequency rate = no. of work-related accidents resulting in sick leave per million hours worked. Severity rate = no. of days lost due to work-related accidents + fatal accident and incapacity rate per thousand hours worked. Incidence rate = no. of accidents resulting in sick leave per one thousand workers.*



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- MAIN INDICATORS

## During 2017 there was an improvement in the main accident indicators, both for the Company's employees and for those of contractor companies.

Companies, and its comparison with the data from 2016. A detailed explanation and breakdown of these figures is included in the chapter dealing with Work-related Accident Statistics.

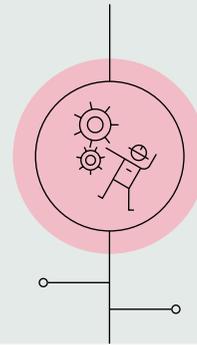
Of the figures resulting from the global data of the works carried out at Red Eléctrica's facilities in 2017, the following are especially relevant:

- The measures taken in the Occupational Health and Safety Improvement Action Plan, which have been implemented since 2016, the increase in the control of the works through the inspections and internal audits carried out, as well as the strengthening of the control of the performance regarding safety carried out on all the stakeholder groups, together with

the improvement in the training and awareness of the intervening agents, has enabled a significant improvement to be seen in accident rates, both for our own staff and for our contractors, therefore consolidating the trend.

- During 2017, there was an improvement in the main accident indicators, both for the Company's employees and for the contractor companies. Compared to 2016, the frequency and severity rates were reduced by 29.6% and 44.4% respectively in Red Eléctrica, obtaining the best values of the historical series analysed.
- The results exceed the objectives foreseen in 2017 (0.15 severity rate and 3.52 frequency rate).

### Frequency AND SEVERITY RATES IN RED ELÉCTRICA



Were reduced by

29.6

% and

44.4

%

respectively

-  
*Obtaining the best values of the historical series analysed*

- There is an increase in the percentage of work accidents that have not led to sick leave, leading to a notable reduction in the number of days lost due to work accidents in Red Eléctrica's centres and facilities.
- During 2017, the frequency rate of contractor companies decreased by 29.2% and the severity rate by 12.9%.
- The number of training hours in occupational health and safety has doubled in relation to 2016, in order to improve the awareness and training of employees in the field of health and safety, in compliance with the training plan established in internal regulation AM012.
- The activity measured in hours worked by the Red Eléctrica staff continues to be at levels similar to those of previous years, with a slight upward trend due to the increase in the workforce.



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Regarding contractor data, there has been an increase in the number of hours worked compared to previous years, as a result of the activation of the REPEX Investment Project (Replacement Expenditures), which will involve a total investment of 170 M€ in a series of assets that were commissioned before 1998. These figures give an idea of the levels of construction and maintenance work carried out.

Monitoring and follow-up activity was strengthened in 2017 with regard to prevention relating to work carried out by Red Eléctrica's contractors at our facilities.

- Work preparation has been improved in order to guarantee the best health and safety conditions, this has been done through kick-off and follow-up meetings for the majority of the work carried out in the areas of both construction and maintenance.

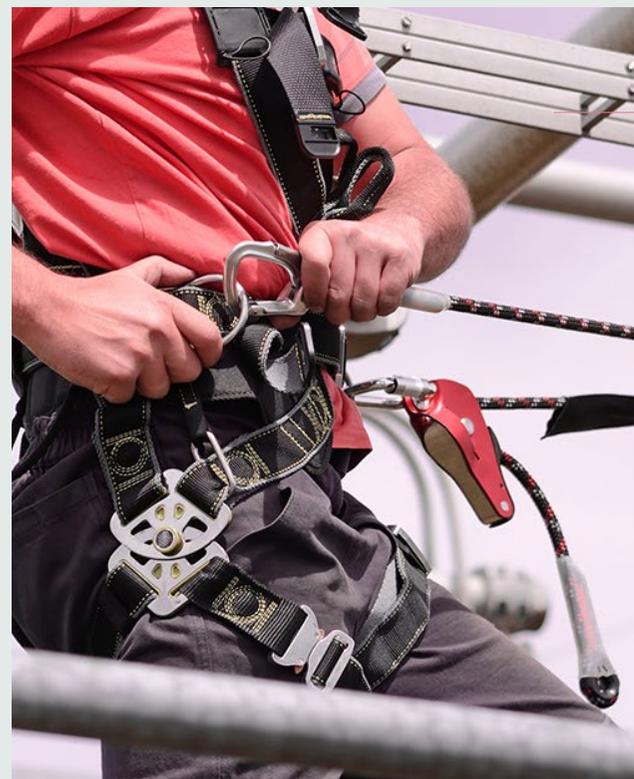
- Improvements have been made to the prevention documentation processes to make them simpler and more effective.

- The verification process of working conditions through inspections has been maintained, with the active involvement of all the different technical departments.

- Significant efforts have been employed by the Organisational Units to complete corrective actions arising from the assessments, inspections and the notification of accidents and incidents, and this has led to an improvement in safety conditions at all facilities.

- During 2017 work was carried out within the participation groups of UNESA in the preparation of a draft for the certification of the occupational risk prevention training for health and safety risks of workers of contractor companies, which encompasses minimum recommended training standards for service companies that work in the electricity sector.

All accidents and incidents, i.e. any unexpected events that have not actually caused any personal injuries, either to contractors or to employees of Red Eléctrica, have been analysed so that the cause can be identified, and the relevant corrective action taken, with a view to avoiding similar situations in the





future. Following this analysis and the management of accidents and incidents, a total of 201 corrective actions have been implemented and consequently resolved.



### WORK-RELATED ACCIDENT STATISTICS

The following tables shows the statistical data regarding the evolution of accidents of Red Eléctrica and its contractors, along with a comparison with other business sectors.



### Evolution of the most significant data concerning Red Eléctrica's personnel

	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017
<b>Work-related accidents expressed in numbers</b>											
With sick leave (minor injury)	11	10	12	17	10	12	7	8	13	7	5
With sick leave (major injury)	-	-	-	1	-	3	-	-	-	-	-
Fatal Accidents	-	-	-	1	1	-	-	-	-	-	-
Accidents caused by electricity incidents	1	-	1	1	1	-	-	-	-	1	-
Working days lost	195	352	275	6,268	6,139	770	332	393	348	255	139
<b>Rates</b>											
Frequency rate	4.85	4.21	4.69	7.09	3.96	5.34	2.49	2.82	4.52	2.43	1.71
Severity rate with scale	0.20	0.15	0.11	2.34	2.21	0.27	0.12	0.14	0.12	0.09	0.05
Severity rate without scale	0.20	0.15	0.11	0.10	0.05	0.27	0.12	0.14	0.12	0.09	0.05
Incidence rate	8.39	7.25	8.05	11.99	6.60	9.07	4.23	4.77	7.63	4.11	2.89

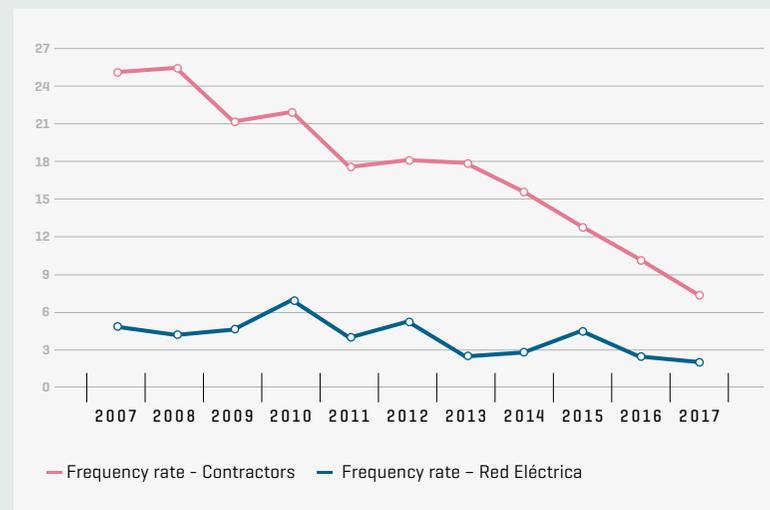
### Evolution of the most significant data concerning contractors

	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017
<b>Work-related accidents expressed in numbers</b>											
With sick leave (minor injury)	104	124	100	117	91	102	105	84	51	46	33
With sick leave (major injury)	6	2	15	11	9	7	4	4	11	-	3
Fatal Accidents	1	-	-	1	1	-	-	-	2	-	-
Accidents caused by electricity incidents	6	1	2	-	-	-	-	-	4	-	-
Working days lost	9,256	7,705	8,066	9,282	9,106	3,963	5,368	3,437	15,347	1,402	1,366
<b>Rates</b>											
Frequency rate	25.21	25.61	21.25	22.01	17.62	18.22	17.99	15.61	12.84	10.22	7.24
Severity rate with scale	2.10	1.44	1.60	1.58	1.59	0.66	0.89	0.61	3.08	0.31	0.27
Severity rate without scale	0.74	1.44	1.60	0.56	0.54	0.66	0.89	0.61	0.67	0.31	0.27
Incidence rate	32.13	40.14	36.12	37.42	29.95	30.97	30.90	26.37	21.69	17.26	12.24

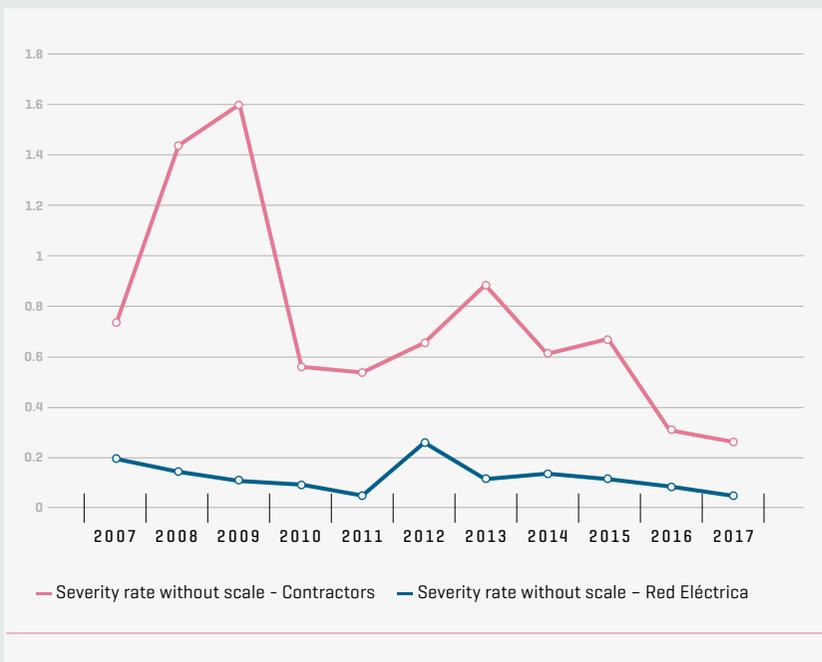


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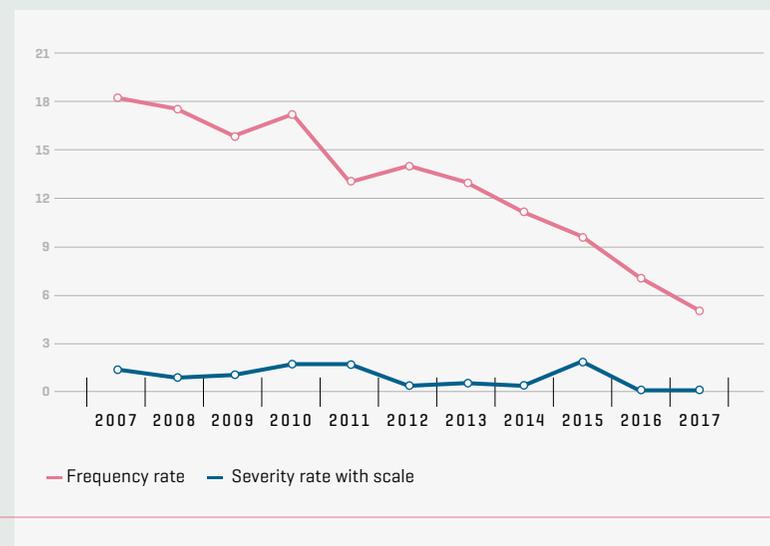
### Frequency rate



### Severity rate



### Global rates [Red Eléctrica + Contractors]





### Comparison of accident rates

#### Comparison Frequency Rate:

The comparison period of the general statistical data is established taking as a reference

the values of the latest accident report of UNESA [Spanish Electricity Industry Association].

### Comparison of Severity rate

**[without scale]:** The comparison period of the general statistical data is established taking as a reference the values of the latest accident

report of UNESA [Spanish Electricity Industry Association].

### Comparison Frequency Rate

[No.]

	2010	2011	2012	2013	2014	2015	2016
Red Eléctrica	7.09	3.96	5.34	2.49	2.82	4.52	2.43
Electricity Sector (1)	3.70	2.92	2.29	1.67	1.77	1.53	1.08
Energy Sector, Gas and Water (2)	18.40	15.20	12.40	10.60	8.80	9.60	8
Industrial Sector (2)	38.20	34.60	28.40	27.70	28.60	30.40	31.6
Red Eléctrica Contractors	22.01	17.62	18.22	17.99	15.61	12.84	10.22

[1] Source: UNESA Report

[2] Source: Statistics from the Ministry of Employment and Social Security

### Comparison of Severity rate [without scale]

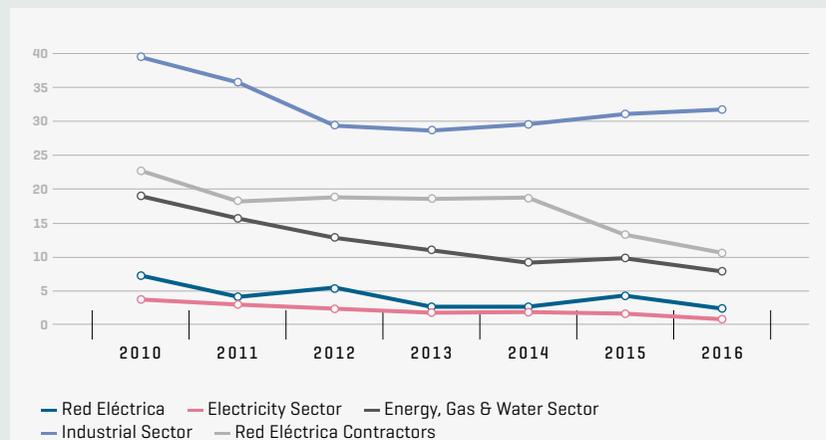
[No.]

	2010	2011	2012	2013	2014	2015	2016
Red Eléctrica	0.10	0.05	0.27	0.12	0.14	0.12	0.09
Electricity Sector (1)	0.17	0.14	0.11	0.09	0.10	0.08	0.07
Energy Sector, Gas and Water (2)	0.55	0.49	0.41	0.39	0.31	0.34	0.29
Industrial Sector (2)	0.99	0.93	0.78	0.81	0.83	0.91	0.93
Red Eléctrica Contractors	0.56	0.54	0.66	0.89	0.61	0.67	0.31

[1] Source: UNESA Report

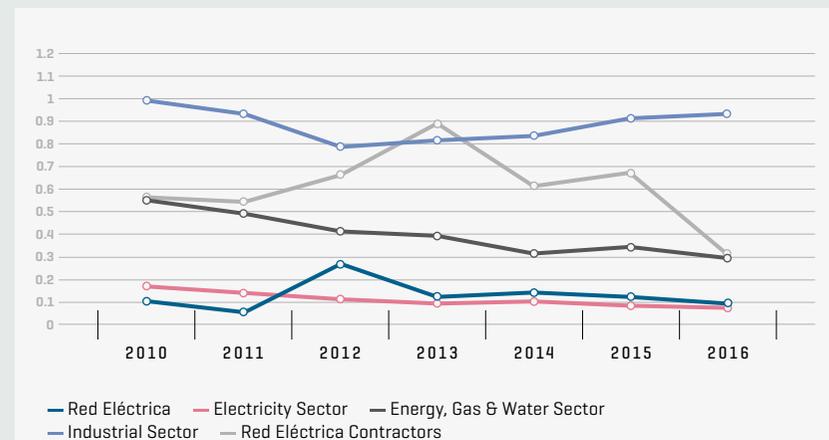
[2] Source: Statistics from the Ministry of Employment and Social Security

### Frequency rate by business sector



The Frequency rate is the number of accidents with sick leave [of at least one day] per million hours worked.

### Severity rate by business sector



The Severity rate is the number of days lost due to work-related accidents with sick leave per thousand hours worked.



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MAIN INDICATORS



### Comparison of Incidence Rate

**[Accidents per one hundred thousand workers]:** The comparison period of the general statistical data is established taking as a reference the values of

the latest accident report of UNESA [Spanish Electricity Industry Association].

### Comparison of Incidence Rate

**[Accidents per one hundred thousand workers]**

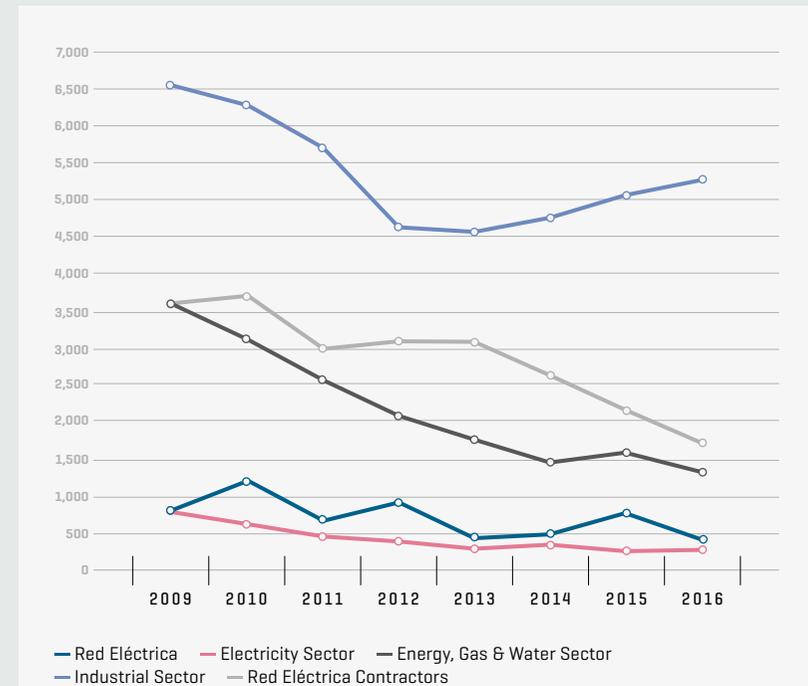
	2010	2011	2012	2013	2014	2015	2016
<b>Red Eléctrica</b>	<b>1,199</b>	<b>660</b>	<b>907</b>	<b>423</b>	<b>477</b>	<b>763</b>	<b>411</b>
Electricity Sector <sup>[1]</sup>	610	472	376	282	312	260	266
Energy Sector, Gas and Water <sup>[2]</sup>	3,118	2,568	2,086	1,764	1,454	1,588	1,328
Industrial Sector <sup>[2]</sup>	6,302	5,725	4,652	4,590	4,781	5,087	5,290
Red Eléctrica Contractors	3,713	2,995	3,097	3,090	2,637	2,169	1,726

[1] Source: UNESA Report

[2] Source: Statistics from the Ministry of Employment and Social Security

All accidents and incidents of Red Eléctrica and its contractors have been analysed to determine their causes and to take the pertinent corrective actions that will avoid the situations that have caused them.

### Incidence rate by business sector



The incidence rate is the number of work-related accidents during working hours for every hundred thousand workers exposed.



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## RISK MAP

Breakdown of work-related accidents resulting in sick leave, by business activity

### Work-related Accidents Year 2017

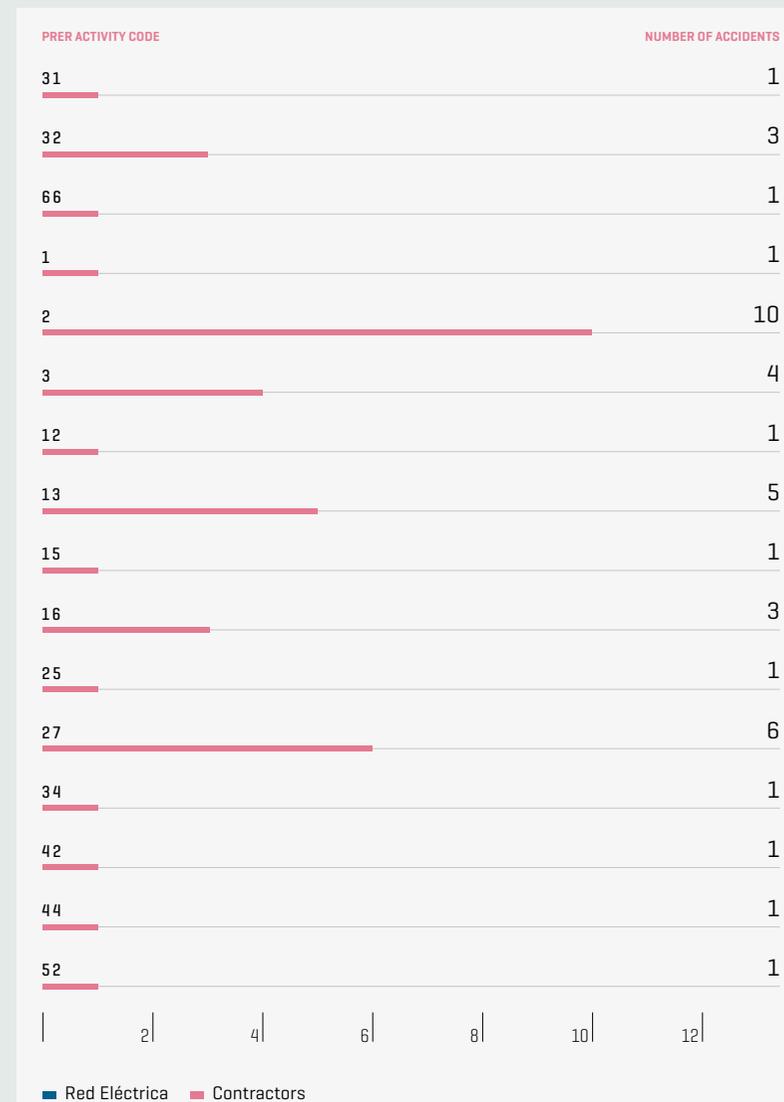
[No.]

[*] Activity	Red Eléctrica	Contractors
01 Work excavating foundations for the towers of overhead lines	-	1
02 Work assembling and hoisting of towers for overhead lines	-	10
03 Work on conductors and earth wire (laying/hanging and other)	-	4
12 Civil engineering works at substations	-	1
13 Electro-mechanical assembly works at substations	-	5
15 Specific civil works for the refurbishment of substations and cable galleries	-	1
16 Specific refurbishment of assembly equipment at substations and other facilities	-	3
25 Painting/silicon coating work on overhead lines	-	1
27 Pruning, felling and clearing work	-	6
31 General line maintenance (Red Eléctrica only)	1	-
32 General maintenance of substations (Red Eléctrica only)	3	-
34 General underground line maintenance (only support personnel)	-	1
42 Building refurbishment works	-	1
44 Cleaning of buildings / Gardening / Training / Other	-	1
52 Works supervision (Security)	-	1
66 Management and administration of the Company	1	-
<b>Total</b>	<b>5</b>	<b>36</b>

[\*] PRER Activity Code.

### Distribution of work-related accidents with sick leave, by business activity. 2017

No.





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### Contractors: Breakdown of work-related accidents resulting in sick leave, by activity, management area and severity

Contractors. Breakdown of work-related accidents resulting in sick leave. Year 2017

[No.]

[*]	Activity	Construction			Maintenance			HR	
		Fatal	Major	Minor	Fatal	Major	Minor	Major	Minor
01	Work excavating foundations for the towers of overhead lines	-	-	1	-	-	-	-	-
02	Work assembling and hoisting of towers for overhead lines	-	1	4	-	-	5	-	-
03	Work on conductors and earth wire [laying/hanging and others]	-	-	3	-	-	1	-	-
12	Civil engineering works at substations	-	-	1	-	-	-	-	-
13	Electro-mechanical assembly works at substations	-	-	5	-	-	-	-	-
15	Specific civil works for the refurbishment of substations and cable galleries	-	-	-	-	1	-	-	-
16	Specific refurbishment of assembly equipment at substations and other facilities	-	-	3	-	-	-	-	-
25	Painting / silicon coating work on overhead lines	-	-	-	-	-	1	-	-
27	Pruning, felling and clearing work	-	-	-	-	1	5	-	-
34	General underground line maintenance (only support personnel)	-	-	-	-	-	1	-	-
42	Building refurbishment works	-	-	-	-	-	-	-	1
44	Cleaning of buildings / Gardening / Training / Other	-	-	-	-	-	1	-	-
52	Works supervision (Security)	-	-	-	-	-	1	-	-
	<b>Total</b>	-	<b>1</b>	<b>17</b>	-	<b>2</b>	<b>15</b>	-	<b>1</b>

[\*] PRER Activity Code.



The verification process of work conditions has been maintained through inspections, in which all technical areas have actively participated.



### Red Eléctrica. Data concerning work-related accidents with sick leave, by activity

#### Red Eléctrica Work-related accidents with sick leave. Year 2017

[Rate / No.]

[*]	Red Eléctrica Activities	Frequency Rate	Severity Rate	Working days lost	Hours worked
31	General line maintenance (Red Eléctrica only)	4.52	0.01	3	221,400
32	General maintenance of substations (Red Eléctrica only)	6.29	0.13	61	476,604
66	Management and administration of the Company	0.52	0.04	75	1,920,998
	<b>Total Red Eléctrica</b>	<b>1.71</b>	<b>0.05</b>	<b>139</b>	<b>2,925,390</b>

[\*] PRER Activity Code.

#### Severity Rate and Frequency Rate



#### Hours Worked and Working Days Lost No.





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**Contractors:  
Data concerning work-related accidents with sick leave, by activity**



**Contractors  
Work-related accidents with sick leave.  
Year 2017**

[Rate / No.]

(*)	Contractors' activities	Frequency Rate	Severity Rate	Working days lost	Hours worked
01	Work excavating foundations for the towers of overhead lines	6.82	0.09	13	146,685
02	Work assembling and hoisting of towers for overhead lines	20.71	0.82	397	482,782
03	Work on conductors and earth wire (laying/hanging and others)	9.96	0.70	281	401,771
12	Civil engineering works at substations	3.08	0.01	2	324,810
13	Electro-mechanical assembly works at substations	30.36	0.42	69	164,703
15	Specific civil works for the refurbishment of substations and cable galleries	16.77	5.49	327	59,614
16	Specific refurbishment of assembly equipment at substations and other facilities	6.87	0.08	36	436,735
25	Painting / silicon coating work on overhead lines	13.63	0.05	4	73,389
27	Pruning, felling and clearing work	17.13	0.46	161	350,209
34	General underground line maintenance (only support personnel)	52.20	0.47	9	19,158
42	Building refurbishment works	26.29	0.95	36	38,032
44	Cleaning of buildings / Gardening / Training / Other	4.93	0.07	14	202,777
52	Works supervision (Security)	2.57	0.04	17	388,757
	<b>Total - Contractors 2017</b>	<b>7.24</b>	<b>0.27</b>	<b>1,366</b>	<b>4,969,450</b>

[\*] PRER Activity Code.

In 2017, work has been done on the preparation of a draft for the certification of the occupational risk prevention training for the health and safety of workers of contractor companies.



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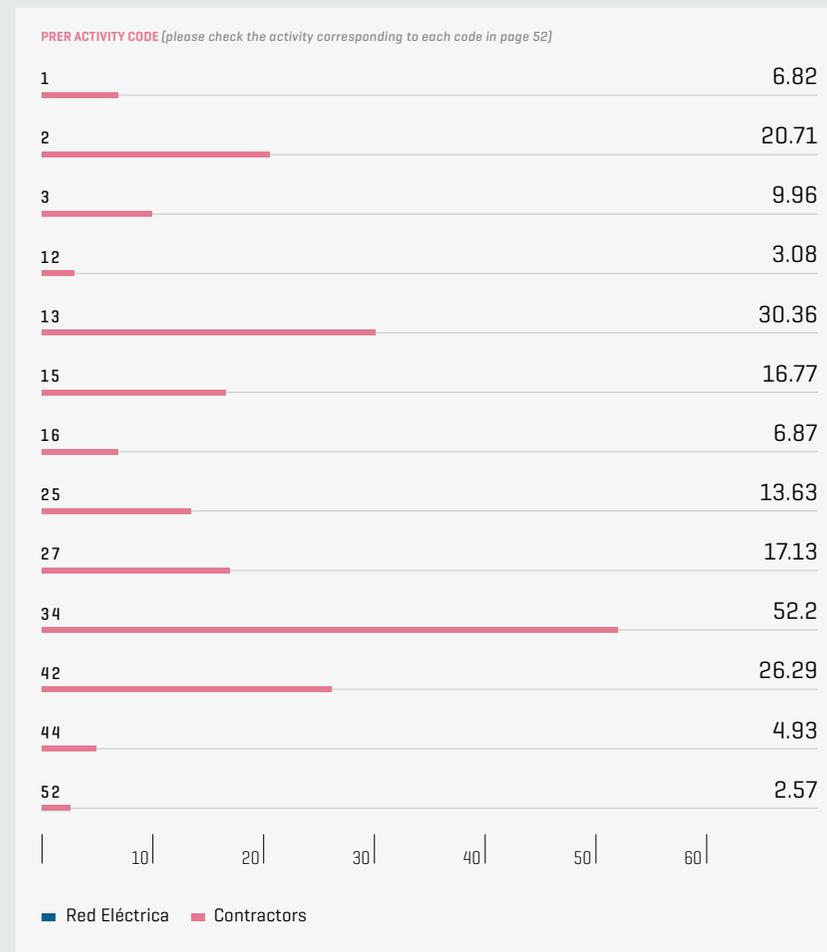


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## Contractor Severity Rate



## Contractor Frequency Rate





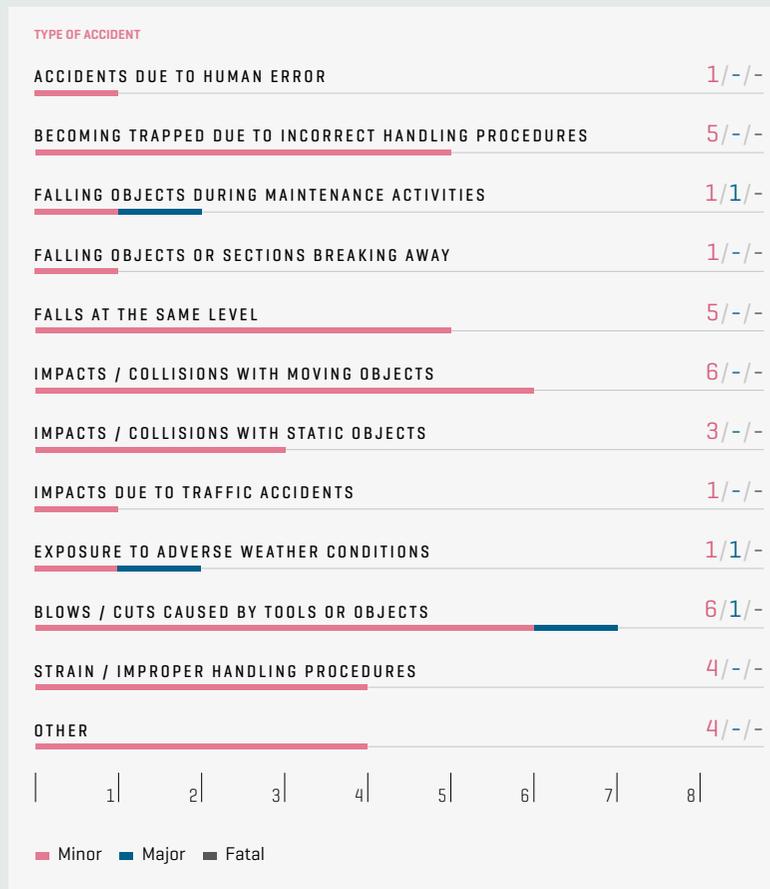
### Breakdown of work-related accidents with sick leave by type of accident and severity



### Breakdown of work-related accidents with sick leave by type of accident and severity (No.)

Type of accident	Minor	Major	Fatal
Accidents due to human error	1	-	-
Becoming trapped due to incorrect handling procedures	5	-	-
Falling objects during maintenance activities	1	1	-
Falling objects or sections breaking away	1	-	-
Falls at the same level	5	-	-
Impacts / collisions with moving objects	6	-	-
Impacts / collisions with static objects	3	-	-
Impacts due to traffic accidents	1	-	-
Exposure to adverse weather conditions	1	1	-
Blows / Cuts caused by tools or objects	6	1	-
Strain / improper handling procedures	4	-	-
Other	4	-	-
<b>Total accidents</b>	<b>38</b>	<b>3</b>	<b>-</b>

### Breakdown of work-related accidents with sick leave by type of accident and severity No.





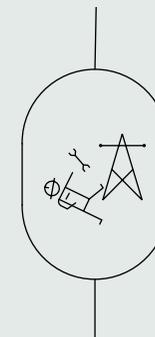
## Type of accident Year 2017

(No.)

	Contractors			Red Eléctrica		
	Minor	Major	Fatal	Minor	Major	Fatal
Accidents due to human error	1	-	-	-	-	-
Becoming trapped due to incorrect handling procedures	5	-	-	-	-	-
Falling objects during maintenance activities	1	1	-	-	-	-
Falling objects or sections breaking away	1	-	-	-	-	-
Falls at the same level	4	-	-	1	-	-
Impacts / collisions with moving objects	5	-	-	1	-	-
Impacts / collisions with static objects	1	-	-	2	-	-
Impacts due to traffic accidents	1	-	-	-	-	-
Exposure to adverse weather conditions	1	1	-	-	-	-
Blows / Cuts caused by tools or objects	6	1	-	-	-	-
Strain / improper handling procedure	3	-	-	1	-	-
Other	4	-	-	-	-	-
<b>Total accidents</b>	<b>33</b>	<b>3</b>	<b>-</b>	<b>5</b>	<b>-</b>	<b>-</b>

Of the 41 accidents that occurred in 2017 in the activities of Red Eléctrica and its contractors, 92% of them were classed as minor and the rest were considered major, without being fatal.

## Frequency AND SEVERITY RATES OF CONTRACTOR COMPANIES



Were reduced by

29.2

% and

12.9

%

respectively in 2017

Improving the main accident indicators



### Work-related accidents with sick leave by length of leave

#### Accidents according to length of sick leave

	Red Eléctrica	Contractors
Fatal	-	-
Over 6 months	-	3
From 2 to 6 months	1	4
From 1 to 2 months	-	3
From 2 weeks to 1 month	3	7
From 1 to 2 weeks	-	11
From 1 to 7 days	1	8
<b>General total</b>	<b>5</b>	<b>36</b>

#### Accidents according to length of sick leave Contractors

	Construction	Maintenance	HR
Fatal	-	-	-
Over 6 months	2	1	-
From 2 to 6 months	2	2	-
From 1 to 2 months	3	-	1
From 2 weeks to 1 month	3	2	-
From 1 to 2 weeks	4	7	-
From 1 to 7 days	4	5	-
<b>General total</b>	<b>18</b>	<b>17</b>	<b>1</b>

#### Accidents according to length of sick leave



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# Health resources

**Red Eléctrica de España** has a basic health unit, integrated into the Internal Prevention Service, formed by a Medical specialist in occupational medicine and a Work Nurse who carry out the functions of this speciality: health monitoring as well as assistance in consultations, the monitoring of chronic pathologies, advice on health matters, and the planning and implementation of plans and programmes for the preventive healthcare and the promotion of health of its employees among others.

One of the great peculiarities of the Company is the large geographical dispersion of its work centres, which requires contracting a third-party preventive healthcare service to carry out the monitoring of individual health in outlying centres, which is included in the

internal regulations related to the management of Health Monitoring [AM038].

In 2017, a review of the contract regarding Health Monitoring took place, which for years had been contracted through Sociedad de Prevención Fremap, a preventive healthcare company (now known as Quirón Prevención), and after going through a tendering process, a new contract was established as of 1 November 2017 with a different preventive healthcare society called Servicio de Prevención Ajeno [SPA] Cualtis Prevención.

Nevertheless, as established by the current legal regulations, the collective health monitoring is assumed entirely by the medical personnel of the Company's own

preventive healthcare service. During 2017, once the Healthy Workplace management model was consolidated, different health promotion actions were carried out, included in the various plans and campaigns, both in the area of health resources and in the management of psychosocial risks. The goal is to work to achieve an organisation with a safe, healthy and sustainable work environment that facilitates the incorporation of healthy lifestyle habits as a source of health and well-being, both collectively and individually.

## MONITORING INDIVIDUAL HEALTH

With regard to preceding years, the health monitoring protocols already defined have not undergone any modifications, neither in their contents nor in the periodicity or

their enforceability. However, the idea of health monitoring at Red Eléctrica is not limited solely to monitoring the potential disorders that may be caused by the work environment, but also extends to the identification of other risk factors that could affect the personal health of every individual. As a result, the content of the health check-ups carried out extends beyond the areas strictly set out in the health monitoring protocol for each individual job and includes supplementary examinations and tests that offer a complete assessment of each individual's health status. From the study of the results of these health check-ups, we can focus on the pathologies that require more attention from the point of view of preventive healthcare and health promotion, which allows us to advance in the management of the Healthy Workplace model.



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During 2017, 1092 medical check-ups were carried out, applying the corresponding protocols, according to the risks inherent to the jobs. These protocols are basically those corresponding to:

- Shift work in the case of operators and heads of operational shifts.
- Drivers in positions that require frequent movements between facilities, as is the case of support technicians and experts in regional area offices.

- Working at heights and live working in the case of the experts in regional areas.

- Protocol regarding IT computer screens applicable to all office personnel.

The number of check-ups conducted varies depending on the year, mainly due to the check-ups classified as voluntary, as those classified as compulsory (which relate to personnel who work at heights or are exposed to high-

voltage risk) have been completed in 99% of all cases. The success of these results is linked to the roles that local health partners establish between the personnel working within their own areas and the La Moraleja medical services area. In this regard, there is a direct and active line of communication which is supported by constant feedback.

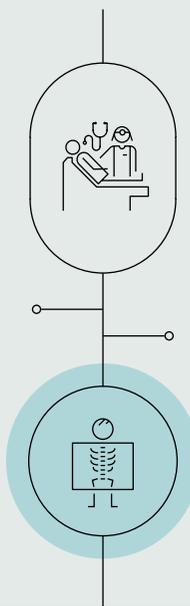
52 initial medical check-ups were also conducted on those workers who joined the workforce during the year. In 2017, two check-ups were conducted on workers returning to work after a prolonged absence due to sick leave in order to assess their suitability for certain job roles involving risk.

As for skills, we should highlight once again that everyone has been classified as suitable for their professional position, with the exception of 9 people who were classified as suitable with limitations. Said employees have the relevant preventive measures put in place.

### Evolution of Medical Check-ups No.



## Medical CHECK-UPS



A total of

# 1,092

were carried out, applying the corresponding protocols

**52 of them were conducted on those workers who joined the workforce in 2017**



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The study of staff health problems has been systematised, with the data being significantly better than in previous years, reflecting the implementation of programmes to promote healthy lifestyles.

### MONITORING COLLECTIVE HEALTH

The study of the main health problems experienced by the workforce has been systematised, and annually, data gathered from regular health check-ups along with absenteeism rates or the

main reason for medical check-ups, are analysed.

As in previous years, an analysis has been made of the way in which cardiovascular problems affect the workforce at Red Eléctrica, with the following results:

- 54% of the workforce are over normal weight, of which 42.58% are overweight and 11.34% are obese.
- 47% of the workforce has high cholesterol levels.
- 29% of the workforce has high blood pressure.
- 10.5% of the workforce has a blood sugar level that is above the normal level.
- 16.22% of the workforce are smokers.
- The average age of the people who have had a check-up is 43.6 years old (significantly lower than the average age of the staff which is 45 years old).

As reflected in the following graph, both the evolution of the Body Mass Index (BMI) and the blood pressure follow a downward trend, while cholesterol has continued to rise. In general terms, it can be said that the data is significantly

better than that in previous years, which may be a reflection of the efforts made in the implementation of programmes to promote healthy lifestyle habits.

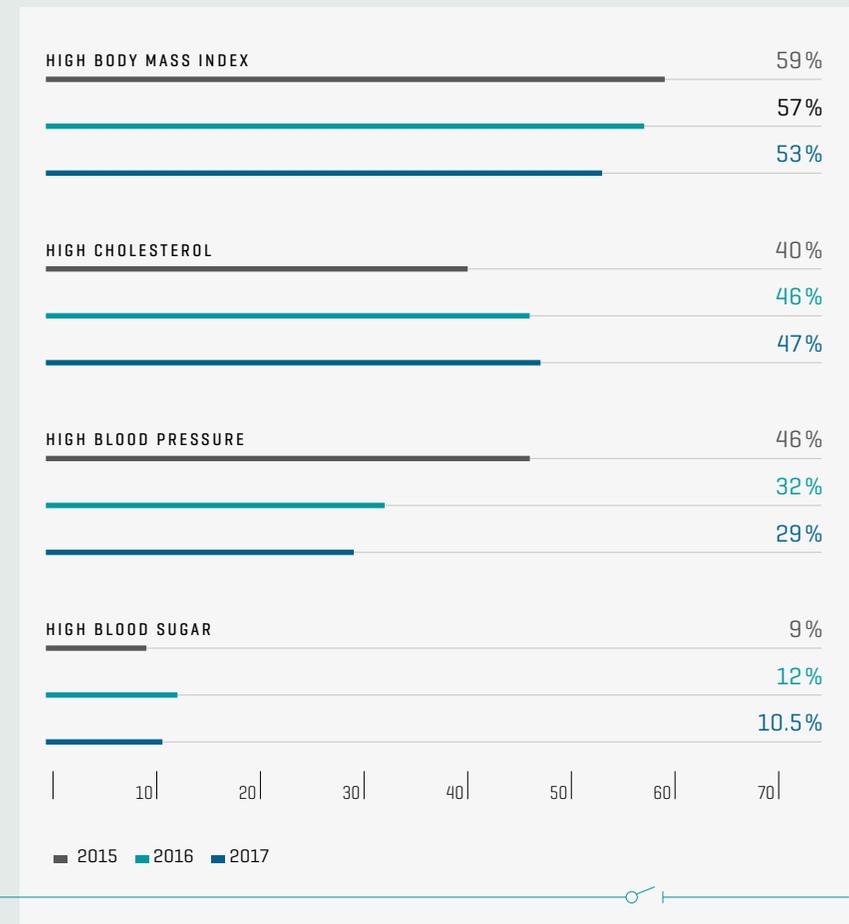




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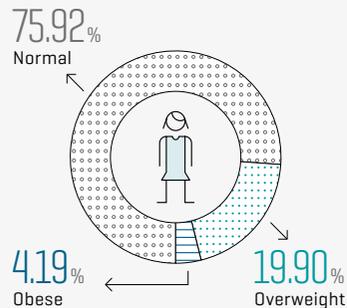
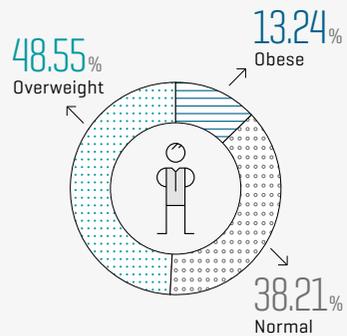
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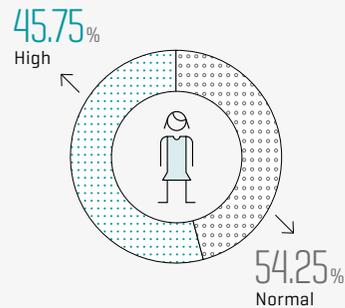
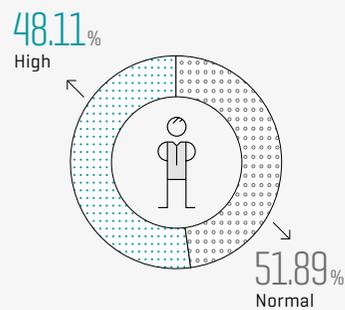
MAIN INDICATORS

More specifically, the analysis of the health data for the year 2017 is:

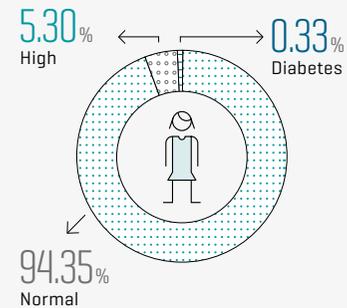
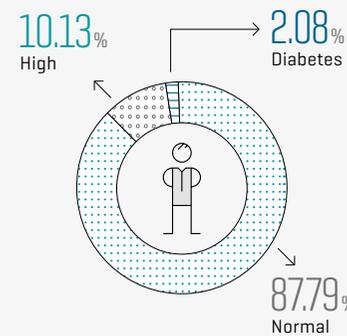
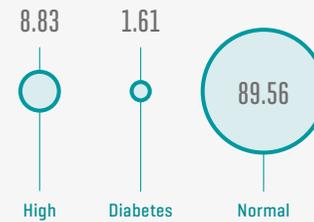
### Body Mass Index %



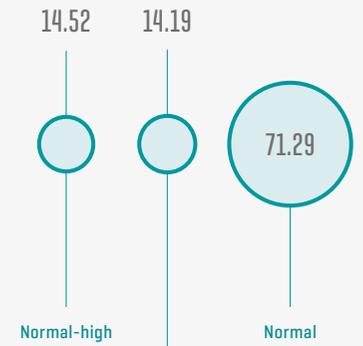
### Cholesterol %



### Blood sugar level %



### Blood Pressure %



### Smoking Habit %





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MAIN INDICATORS

## PROMOTION OF HEALTH AT WORK

For years we have worked on raising awareness about the importance of controlling cardiovascular risk factors, both by making them known through communication campaigns, specific workshops and various support measures to promote healthy lifestyle habits, which is gradually showing positive changes, but it is clear we must continue to keep moving forward. In addition, we must realise that results from the campaigns are not immediate as they are more long-term benefits, therefore we must continue to carry out awareness activities going forward.

Nevertheless, although the impact of the actions in preventive healthcare and health promotion can be assessed in terms of the incidence and prevalence of cardiovascular pathology over time, changes can already be observed that will have a very positive effect, such as weight control, reduction in the number of smokers and changes in lifestyles. These results show the interest of the people

to actively take part in health promotion campaigns, such as nutrition and healthy eating campaigns, and the promotion of physical activity and decreased sedentary lifestyles, among others.

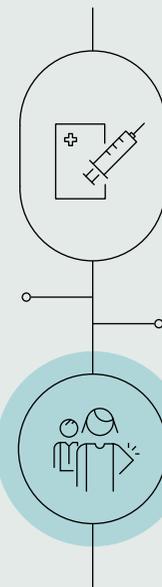
### Flu vaccination campaign

As usual, Red Eléctrica offers its entire workforce the chance to protect themselves against seasonal flu. Employees in the Community of Madrid can arrange to be vaccinated at the La Moraleja work centre, while personnel outside Madrid can arrange vaccinations through the Cualtis Prevention Service. In 2017, 200 people in total were vaccinated, that is, 11.56% of the workforce.

### Plan for the prevention of cardiovascular risk

Based on the general health data analysed, health campaigns are carried out annually aimed at increasing physical activity, reduce sedentarism and improve eating habits. It is important to note that these actions are

## FLU VACCINATION Campaign



In total were vaccinated against seasonal flu  
**200 PEOPLE**  
Representing 11.56% of the workforce

not only intended to reduce the incidence of potential cardiovascular illnesses and their risk factors, but additionally, they have a significant impact on the prevention of other chronic pathologies including cancer or certain psychological processes. Such actions help to ensure a better quality of life.

Details on these campaigns are provided in the following sections.

### Plan for the prevention of cancer

The prevention of cancer and the promotion of a healthy lifestyle to reduce the risk factors that lead to cancer was included, several years ago, as part of the annual planning of health and safety activities.

Periodically messages are published on the internal miRED portal offering recommendations and best practices aimed at preventing cancer in general, with emphasis on the promotion of healthy lifestyle habits based on eating a proper diet, giving up smoking, limiting exposure to the sun and encouraging physical exercise.



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182 people took part in the programme for the early detection and prevention of colon cancer. This campaign was first launched back in 2010, and it is aimed at people aged over 49 and at younger people with a family history of colon cancer. It involves a test designed to detect blood in faeces, which is followed up with a colonoscopy when the test proves positive. 31 cases proved positive in 2017, the majority involving polyps that were removed, thus hopefully preventing potential complications from developing at some point in the future.

The prostate cancer prevention programme for men over 50 has been very well accepted, given that the increase of the average age of the workforce means that a larger target group is being dealt with every year.

For the first time, an initiative was launched in 2017 coinciding with the International Breast Cancer Day. A workshop whose objective was to raise awareness about the importance of the disease, destroy false myths, and to train

those women who are interested to correctly perform breast self-exploration. Around 40 people participated in this workshop.

### Prevention of musculoskeletal disorders

As with the rest of the population of Spain, musculoskeletal disorders are another of the main causes of serious ill health among employees at Red Eléctrica, and they also represent one of the work-based risk factors that affects all job positions, being the main reason for absence due to non-work-related illness/injury [see the section on absenteeism].

The campaign for the prevention of musculoskeletal disorders started in February 2014 and has continued to date. In 2017, new workshops have been prepared to be launched in 2018 in peripheral work centres.

### Promotion of sports and physical activity

Integrating the practice of physical exercise as a healthy lifestyle habit is a clear necessity in view

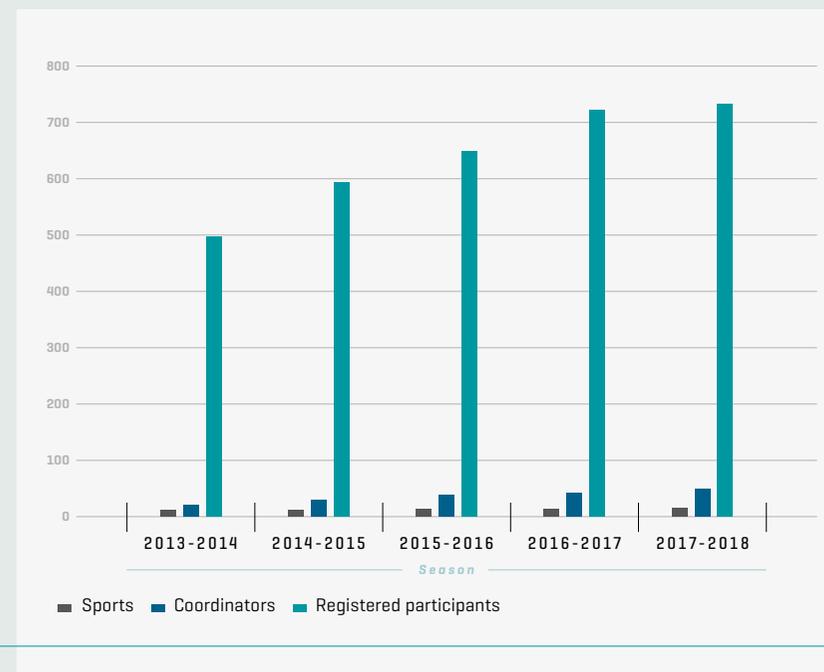
of the research that has been carried out into the reasons for the main chronic illnesses affecting developed societies, reasons that include cardiovascular disorders, cancer and problems arising from traumatology-related conditions. Under this approach, a number of initiatives have been put in place since 2014 with the main aim of creating awareness among employees of the importance of regular physical exercise in order to achieve improvements in their

well-being and quality of life and therefore supplying the tools to start or maintain these habits.

### Financial aid for sports activities: the Sports season

This concept includes the financial support that Red Eléctrica grants to those who agree to participate in one of the sports groups within the so-called Sports season, fulfilling a number of internal criteria. Since 2014, the following evolution has been witnessed in this area:

### Evolution of sports groups





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The increase in the number of sports, the number of participants and the number of sports groups is due to the growing interest being shown by the workforce in taking part in different sports activities.

According to this data, 43% of the workforce receives this type of financial aid.

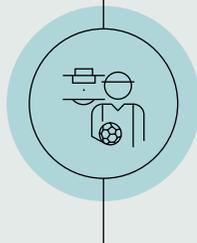
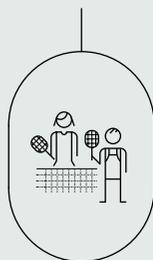
### Sports days and other inter-company events

In June 2017, the Third Edition of Sports Days of Red Eléctrica took place for all personnel, with 170 participants. Additionally, in the same month the Company again took part in the 7-a-side Football Tournament among European TSOs.

A further event attended was the Spanish Inter-company Paddle Tennis Championship, which was held in September, additionally Red Eléctrica took part in some of the inter-company races organised throughout the year in several Spanish cities.

Another social action carried out was the participation in a charity paddle tennis tournament in favour of the Apsuria Foundation and the 'Inter-Company Challenge'.

## 3<sup>rd</sup> Annual SPORTS DAYS



Targeted at the entire workforce, with a participation of

# 170 PEOPLE

*These sports days took place in the month of June*

The start-up of the project for fitness training in work centres confirms the importance of having a specific space where supervised sports activities can be carried out.

### Research study of lifestyle habits of the Management Team

Knowing the level of sedentary lifestyle of the management team and aware of the need to work with motivating initiatives that encourage them to be more active, during 2015 a pilot study of lifestyle habits with this group was launched, with the participation of 70 people. From the results obtained from this first phase, where the cardiovascular risk of each of them was also calculated, during 2016 a second phase was worked on, choosing the individuals with the highest cardiovascular risk. The participants were divided into 2 groups, experimental and control. The subjects that formed part of the experimental group carried out a physical exercise programme based on a personalised and individualised

training of 12 weeks with pre and post-training physicals without changing their lifestyle, compared to the control group that did not make any type of change nor undertake specific training. The results obtained from this second phase showed that it would be interesting to expand the number of participants, so in 2017, the third phase of the project was developed with 9 more individuals in the experimental group and 15 in the control group.

The results were analysed confirming the positive changes that were observed, especially in relation to body composition, in addition to other aspects associated with well-being.

This project of training in the workplace has led to the confirmation of a need that had



Physical examinations and consultations are specifically aimed at those people who do not regularly take part in any form of physical activity, or that have certain health issues. The results obtained help establish a benchmark, and a final report and **action plan** are produced with recommendations on **individual and personalised physical exercise.**

already been identified by other sources, namely, the importance of having a specific space where supervised sports activities can be carried out. This gave way to the design of a new health space for carrying out physical activity.

### *Comprehensive Physical Examination and Consultation*

The observation of the results of all the initiatives that have been launched in recent years, made us aware of the need to go one step further in assessing the health factors that condition physical exercise. Our goal was to innovate in the proposal

of initiatives in line with the needs for physical exercise, to motivate those who do not take part in any physical activity at all and those who need it as a healthy lifestyle habit.

As a result, the Comprehensive Physical Examination and Consultation service was set up. The initiative was aimed especially at those people who do not exercise regularly and/or have certain health factors (hypertension, hypercholesterolemia, weight problems etc...) where physical exercise could have a positive impact on their health condition. A professional expert in physical exercise and health will evaluate the following parameters:

- Anthropometric data: weight, height, body mass index, blood pressure, resting heart rate, waist circumference.
- Body composition: percentage/ amount of fat and muscle.
- Healthy lifestyle habits and level of stress, through scientifically recognised questionnaires.

According to the results obtained, a benchmark is established, and a final report is produced, and an action plan is proposed with individual and personalised physical exercise recommendations. A follow-up will be carried out after a few months to evaluate the results achieved.

During 2017, 90 people have benefitted from the Comprehensive Physical Examination and Consultation service.





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- MAIN INDICATORS

## Promoting a Healthy Diet

In parallel with the physical exercise promotion activities, and using the health monitoring studies, which shows a strong incidence of cardiovascular risks among the Red Eléctrica workforce, as of 2013, a series of actions were launched to promote a healthy diet. Between 2014 and 2015, 13 theory and practical awareness workshops

### Collective actions:

Among the collective actions completed in 2017, noteworthy were the two classroom-based workshops, one related to healthy eating habits in children and one about reading food labels, with an attendance of some 20 people per workshop, as well as all of the people wishing to attend via video conference due to the fact that they were away from their workplace. The 'reading food labels' workshop

The Healthy Eating Campaign includes different collective actions, such as workshops and individual and group sessions.



were held nationally relating to the prevention of cardiovascular risks. As of 2016 and for 2017 and beyond, a further step has been taken with the implementation of the Healthy Diet Campaign including a number of collective actions (workshops and group sessions) and individual actions (personalised nutritional advice).

is repeated in all work centres where individualised consultations are carried out.

All these events and a series of news items on various aspects of food have been published on the intranet.

### Individual actions: personalised nutrition consultations

217 personalised consultations were conducted at different work

centres in 2017 (Head Office, San Sebastián de los Reyes, Tres Cantos, Majorca, Valladolid and Zaragoza). Prior to these consultations, an analysis of anthropometric data (body mass index, blood pressure, lean mass, fat mass...) and blood values (lipid profile, sugar...) was conducted and in addition an interview-survey was completed to identify the reasons for the

consultation, food habits, likes and dislikes etc. Based on the factors identified, an action plan with tailor-made dietary advice was designed, and follow-up consultations were scheduled.

The results of the various nutrition consultations and their follow-up are shown in the specific report on the results.



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### Age management model

In 2015, aware of the repercussion of the demographic changes and the stability of the workforce with the consequent ageing of the same, an Age Management Model was designed, based on the analysis and diagnosis of the workforce in relation to age taking into account, especially from the point of view of occupational health and safety, the job positions in which the passage of time can pose a greater risk to the health of the employee.

Associated with the management model, a cross-cutting action plan was approved, which started in 2016 and will continue to be developed over the coming years.

Since its approval in 2015, the Age Management Model has evolved towards managing the process focusing on achieving an appropriate age curve that guarantees the optimal experience and abilities for the different job positions of the organisation, with the aim of establishing a company which is more secure

and sustainable, committed to diversity, that promotes intergenerational solidarity, taking advantage of the talent and knowledge that experienced employees provide.

Among the initiatives proposed, the incorporation of the Age Management Model into the various human resources policies and processes has been intensified. From a health perspective, once the evolution of the Work Capacity Index (WCI) has been analysed, in the jobs where age has the greatest impact due to the physical demands of the tasks carried out, a fit for work assessment is carried out and a Prevention Plan is designed for people who are in specialist technical positions as of 50 or 55 years of age, according to the specialisation. In addition to assessing the WCI in a personalised way, a physical condition analysis and assessment will be included as a pilot experience, with an intervention and improvement plan of functional capacities with the aim of delaying the natural ageing process, taking into account the

importance that physical activity and well-focused exercise have in this regard.

#### Actions carried out in 2017

- Design and approval of the physical capacity assessment and improvement plan for people, in the older age group, in positions associated with risk.

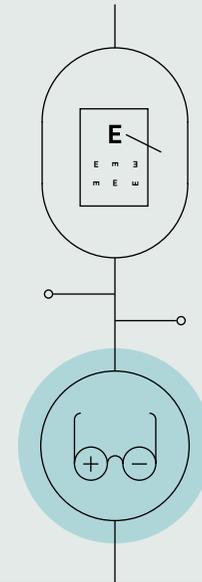
#### Main objectives in 2018

- Definition and deployment of a communication plan regarding Age management.
- Implementation of the initiatives defined for the employee groups in job positions with risks associated to age and the improvement in the management of the transition to retirement.

#### Ophthalmological pathology prevention campaign

As was the case in 2013 and 2015, during 2017 a special prevention campaign related to visual health was carried out in the La Moraleja-Albatros and Tres Cantos work centres, which was aimed at the early detection of ophthalmological pathologies. 341 people in total took part in this campaign.

### VISUAL HEALTH Campaign



For the early detection of ophthalmological pathologies in which

**341**  
PEOPLE

took part

from the Tres Cantos and La Moraleja-Albatros work centres



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MAIN INDICATORS

### MEDICAL ASSISTANCE

A total of 867 medical consultations were dealt with during 2017, including appointments with doctors and nurses, emergency appointments, vaccinations, telephone consultations or consultations due to temporary incapacity. Moreover, we must add actions relating to check-ups, blood extractions and tests to detect blood traces in faeces.

As in previous years, the highest number of consultations (excluding the monitoring of chronic disorders) were related to orthopaedic problems (usually neck, back and lumbar problems) and acute respiratory disorders.

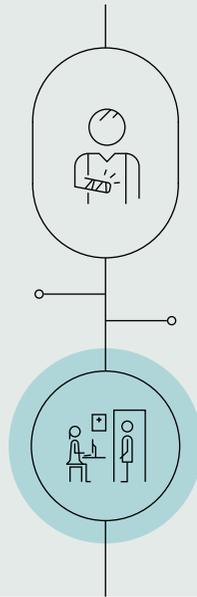
Other individualised medical consultations were those related to participation in health campaigns that in total generated 648 visits to the internal medical service.

### ABSENTEEISM DUE TO NON-WORK-RELATED ILLNESS/INJURY

#### General data

This chapter covers absences of Red Eléctrica personnel as the result of non-work-related illness/injury.

### IN-COMPANY MEDICAL Assistance



A total of

**867**  
CONSULTATIONS

were dealt with

**The most numerous being those related to trauma problems**

This takes account of both absences that have led to a request for temporary sick leave, managed through the Company's preventive healthcare society called *Servicio de Prevención Ajeno* (SPA) Cualtis Prevención, and absences of three days or less caused by non-work-related illness/injury.

Average number of employees	1,730
Theoretical days worked	631,450
Common sick leaves	349
Calendar days of temporary incapacity (TI)	10,834
Absenteeism rate for temporary incapacity (TI)	1.72
Days of absence due to illness ≤ 3 days	1,379
Rate of absenteeism due to illness ≤ 3 days	0.22%
Rate of absenteeism due to non-work-related illness/injury (TI + ≤ 3 days)	1.94
Days of absence due to Work-related Diseases and Workplace Accidents	596
Rate of absenteeism due to Work-related Diseases and Workplace Accidents	0.09%
Rate of absenteeism related to HEALTH and SAFETY	2.03

### Temporary incapacity due to non-work-related illness/injury

Red Eléctrica's Medical Service monitors absenteeism caused by temporary incapacity due to non-work-related illness/injury in accordance with its internal procedure IM007 'Processing and follow up of non-work-related illness/injury'; a technical guideline which was revised in June 2011 and which sets out the action to be taken pursuant to the terms of Article 37 of the Law on the Prevention of Occupational Risks to allow the prevention service's health personnel to ascertain the illnesses suffered by workers and record absences from work for health reasons, so that they may identify any connection between the illness causing the absence and the risks to health that could emerge if the worker in question was to perform their professional duties.

### Analysis and development of absenteeism due to non-work-related illness/injury

We currently use the following data to calculate the absenteeism rate: Total number of days of temporary incapacity (TI) or sick leave, and not just days lost, while the denominator is the total number of theoretical days in the year, i.e. average workforce multiplied by 365 days.

$$\text{Absenteeism rate due to TI} = \frac{\text{Total days due to TI}}{\text{Average staff} \times 365} \times 100$$



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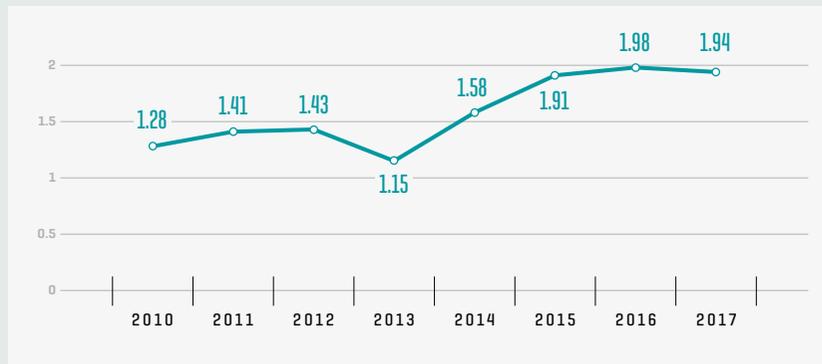
- MAIN INDICATORS

Comparison of the level of absenteeism due to TI for the past six years following formula above:

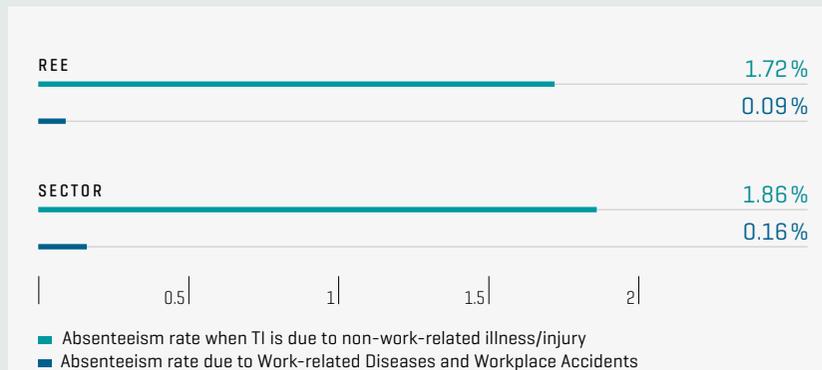
*Evolution of the rate of absenteeism due to non-work-related illness/injury*

The trend of the previous two years was upward. In 2017, this trend has remained unchanged, though a slight decrease was observed.

**Evolution of absenteeism rate due to non-work-related illness/injury**



**Comparison of the absenteeism rate with the sector-wide rate (2017)**



*Comparison of the absenteeism rate with the sector-wide rate*

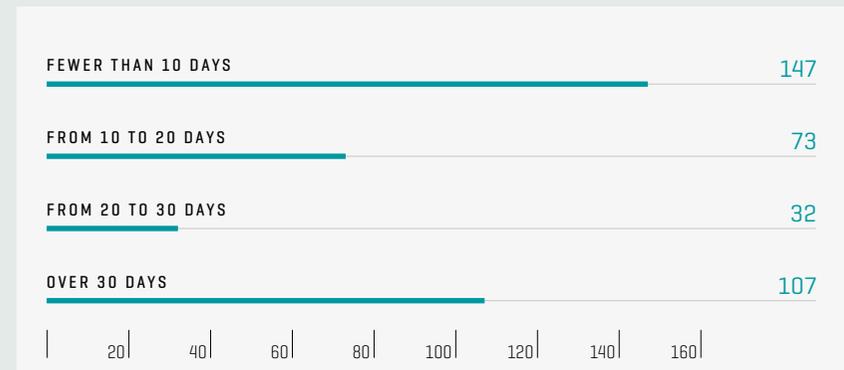
One of the reasons for changing the formula used to calculate the absenteeism rate is that comparisons can now be made with the rates for our sector as a whole [CNAE 3512 – Electricity Transmission] using the data provided by our healthcare society.

The average duration of the sick leave taken, calculated as the difference between the days of TI and the number of cases of sick leave is 32 days, noteworthy being the cases where sick leaves lasted less than 10 days [30.36%] and those cases lasting more than 30 days [29.8%]. Below is a graph with the breakdown of sick leave days according to their duration.

Absenteeism rates are favourable in relation to those of other companies in our sector and in other business sectors.

These rates are favourable compared with those of other companies belonging to our sector and to other business sectors.

**Sick leaves according to duration**





The evolution of last year's absenteeism rate due to non-work related illness/injury has slightly decreased compared to the increasing trend of the two previous years.

### Breakdown of absenteeism rate due to non-work-related illness/injury

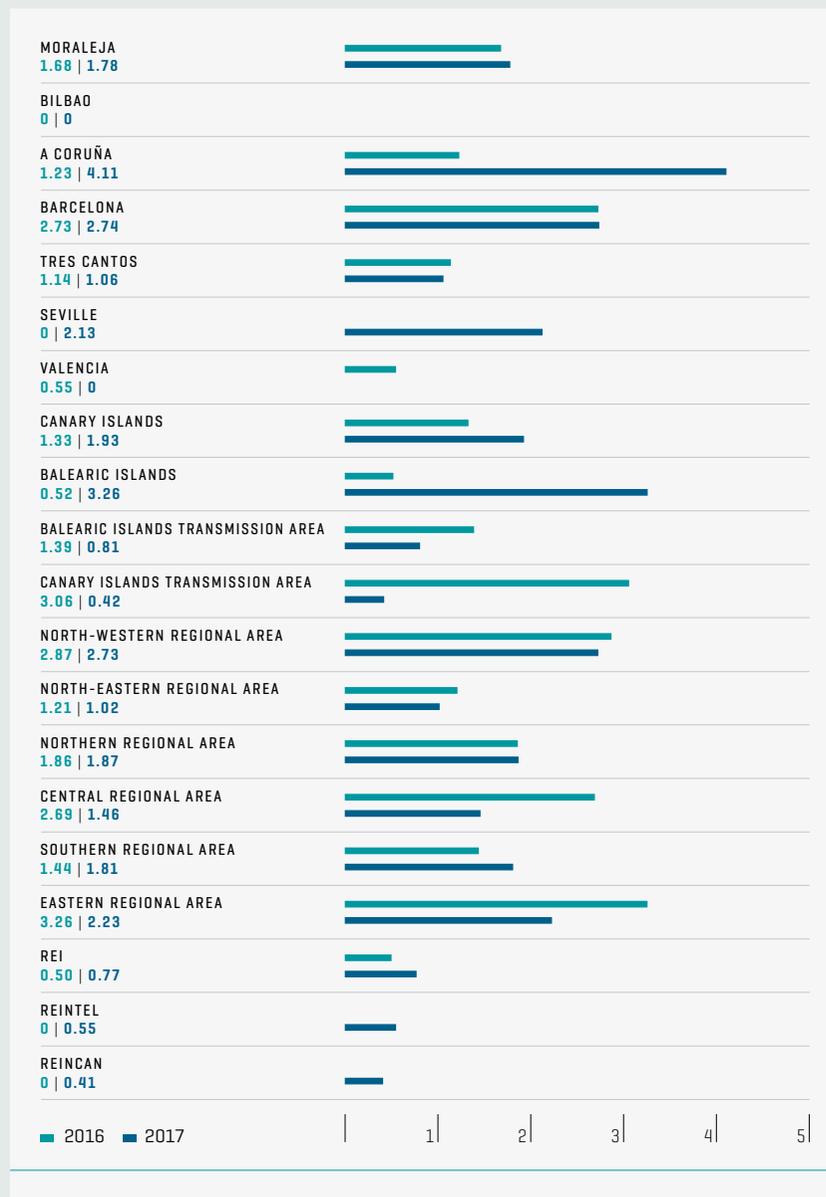
The following table shows comparative data for absenteeism rates due to non-work-related illness/injury at the Company's various work centres.

#### Year 2017

Work centre	Workforce	Theoretical days worked <i>In the year</i>	No. of employee sick leaves		Sick leave days <i>TI days</i>	Rate	Average duration
			New	Previous			
Moraleja	887	323,755	184	15	5,753	1.78%	37
Bilbao	8	2,920	0	0	0	0.00%	0
A Coruña	7	2,555	2	0	105	4.11%	36
Barcelona	24	8,760	5	0	25	2.74%	83
Tres Cantos	73	26,645	3	0	283	1.06%	33
Seville	14	5,110	2	0	109	2.13%	0
Valencia	4	1,460	0	0	0	0.00%	8
Canary Islands	47	17,155	6	1	331	1.93%	21
Balearic Islands	32	11,680	6	0	381	3.26%	22
Balearic Islands Transmission Area	56	20,440	8	2	165	0.81%	25
Canary Islands Transmission Area	52	18,980	5	0	79	0.42%	16
North-western Regional Area	105	38,325	27	2	1,047	2.73%	36
North-eastern Regional Area	68	24,820	15	1	253	1.02%	16
Northern Regional Area	95	34,675	24	2	650	1.87%	25
Central Regional Area	71	25,915	15	0	379	1.46%	32
Southern Regional Area	98	35,770	12	1	648	1.81%	36
Eastern Regional Area	64	23,360	22	1	520	2.23%	58
REI	10	3,650	8	0	28	0.77%	14
REINTEL	11	4,015	2	0	22	0.55%	11
REINCAN	4	1,460	1	0	6	0.41%	6
<b>Total Red Eléctrica de España</b>	<b>1,730</b>	<b>631,450</b>	<b>334</b>	<b>25</b>	<b>10,824</b>	<b>1.72%</b>	<b>32</b>



### Absenteeism rate per work centre / comparison table 2016-2017 %



The average duration of the sick leave taken is 32 days, noteworthy being the cases where sick leaves lasted less than 10 days [30.36%] and those cases lasting more than 30 days [29.8%].



### Study of absenteeism rate due to non-work-related illness/injury according to age

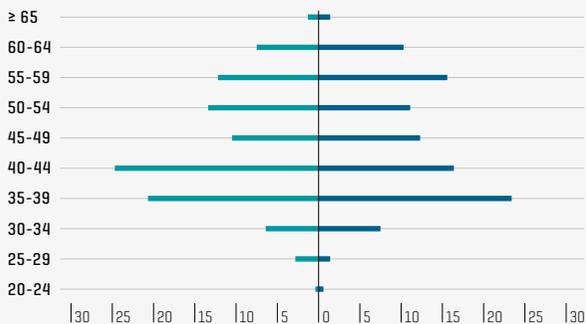
There is an increase in cases of sick leave as of 55 years of age, but noteworthy is the fact that the duration of these increases in relation to the younger employees.

The duration of the sick leaves in the 30 to 39 age group is mainly due to leaves associated with maternity/paternity, which can be seen when conducting the study by gender.

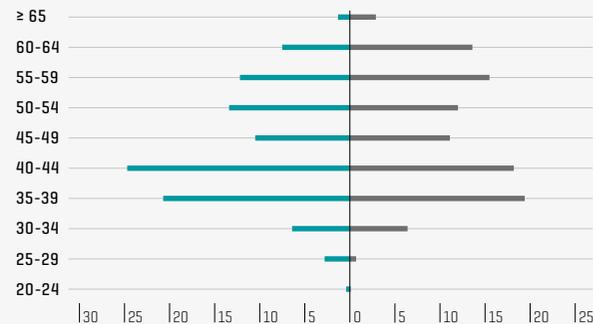


### Total sick leaves by age

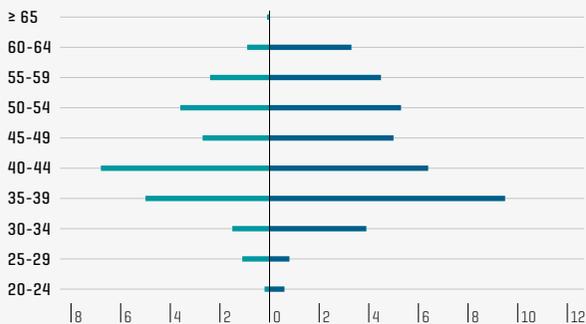
% WORKFORCE (■) vs. % TI (■)



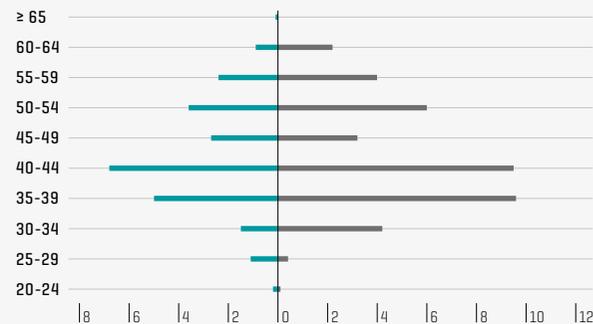
% WORKFORCE (■) vs. % DURATION (■)



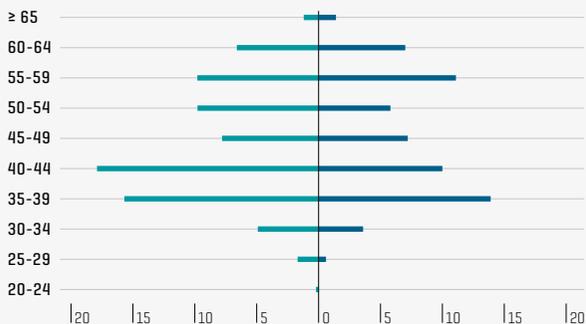
% FEMALE EMPLOYEES (■) vs. % TI (■)



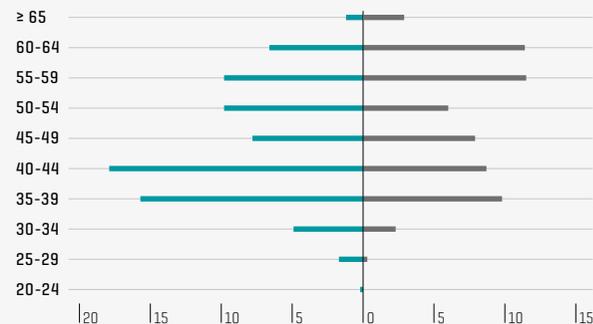
% FEMALE EMPLOYEES (■) vs. % DURATION (■)



% MALE EMPLOYEES (■) vs. % TI (■)



% MALE EMPLOYEES (■) vs. % DURATION (■)





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## Causes of temporary incapacity due to non-work-related illness/injury

It is essential to have knowledge of the illnesses that are prevalent among our workers in order to use our health resources in the most effective and sustainable way and to design and prioritise specific prevention and health protection programmes. The analysis of causes of absenteeism due to non-work-related illness/injury is one of the main sources of information available to us. In addition, pursuant to Law 31/1995, the collation of this type of data enables us to identify any problems that might originate from a workplace risk, or that could have repercussions on the performance of the professional duties required of the employee.

The following is an analysis of the pathologies that gave rise to temporary incapacity leave due to non-work-related illness/injury.

Almost half of the days of absence due to non-work-related illness/injury with sick leave, 47.51%, are due to musculoskeletal system pathology. 39.55% of sick leaves

are due to these causes and in general the processes are long lasting (36.2 days average duration).

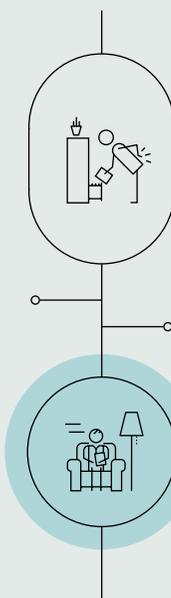
This pathology can be broken down into the following areas as follows:

- General orthopaedics: 26.18%, average duration 40 days.
- Lower back (lumbar pathology): 9.88%, average duration 27 days.
- Neck and upper back (cervical pathology): 3.29%, average duration 37 days.

These figures are similar to the ones recorded in previous years. We have continued to work on the prevention of musculoskeletal problems, promoting physical activity and avoiding sedentary lifestyles by offering Pilates sessions at our Albatros work centre, and as of 2018, these will also be offered at the La Moraleja work centre.

Personal assessments of physical fitness also help to prevent injuries. In addition, taking into account this situation, the implementation of physiotherapy consultations at Red Eléctrica facilities has been assessed and approved. In order of frequency of the causes of

## Sick leave ABSENCES



47.51  
%

of absence due to non-work-related illness/injury with sick leave, is due to musculoskeletal pathology

non-work-related leave, the following are due to gynaecological and obstetric problems (8.08% of the sick leave cases during the year and 10.64% of days of absence during the year) which is fundamentally explained by the pathology associated with pregnancy. Upper respiratory tract pathologies, which in general are of short duration, which in addition to flu, ear, nose and throat (otorhinolaryngology) problems, which encompass this type of pathology, represent 14.77% of the sick leave cases during the year and 7.11% of days of absence during the year.

The oncological pathology has decreased with respect to the previous year representing 5.64% of the working days lost, compared to 7.89% in 2016.

The working days lost due to cardiovascular pathology represent 5.22% of the total, however, cardiovascular risk factors are extremely common in our working population, whereby this leads us to continue the effort to promote healthy lifestyle habits as a way to prevent cardiovascular risk factors.



### Causes of absenteeism due to non-work-related illness/injury

The following table presents the distribution of sick leave due to non-work-related illness/injury according to causes detailed by pathology groups.

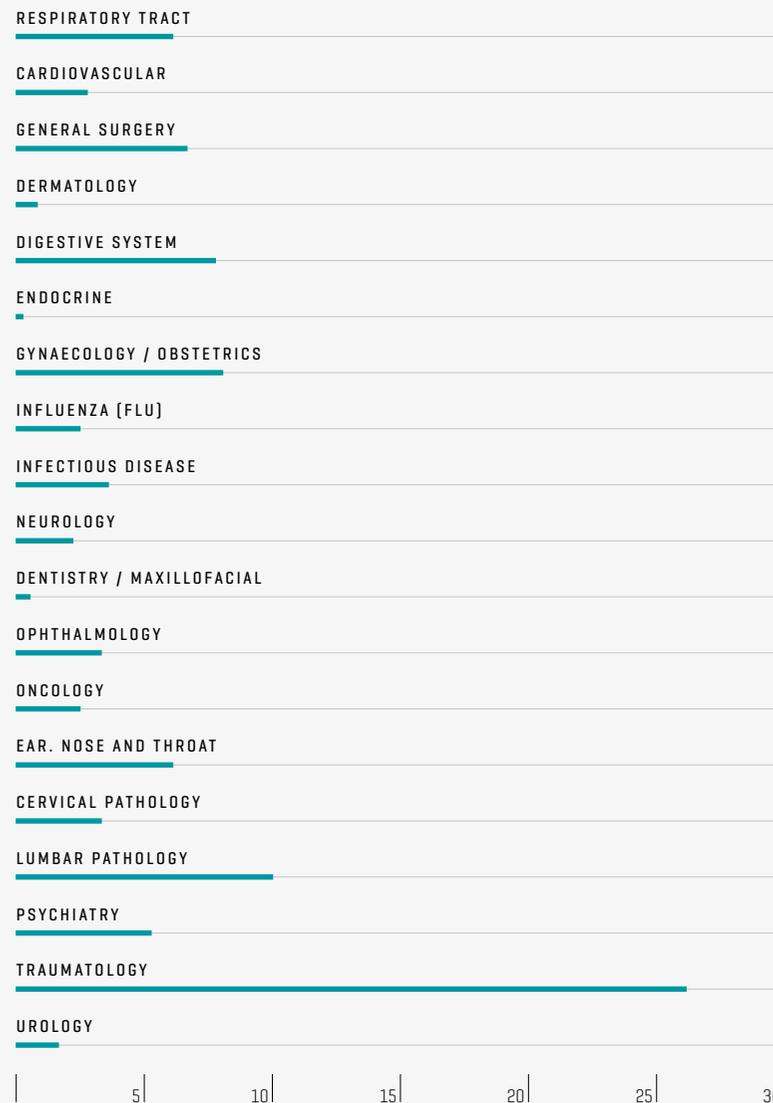
The duration in days refers to calendar days, it does not refer only to working days lost.



### Year 2017

Pathology Groups	No. of Cases in the year	Tl days in the year	% Cases in the year	% Days in the year
Respiratory tract	22	228	6.13%	2.11%
Cardiovascular	10	565	2.79%	5.22%
General Surgery	24	956	6.69%	8.83%
Dermatology	3	12	0.84%	0.11%
Digestive System	28	270	7.80%	2.49%
Endocrine	1	10	0.28%	0.09%
Gynaecology / Obstetrics	29	1,152	8.08%	10.64%
Influenza [Flu]	9	64	2.51%	0.59%
Infectious disease	13	101	3.62%	0.93%
Neurology	8	270	2.23%	2.49%
Dentistry / Maxillofacial	2	28	0.56%	0.26%
Ophthalmology	12	262	3.34%	2.42%
Oncology	9	610	2.51%	5.64%
Ear, Nose and Throat	22	447	6.13%	4.41%
Cervical Pathology	12	446	3.34%	4.12%
Lumbar Pathology	36	981	10.03%	9.06%
Psychiatry	19	589	5.29%	5.44%
Traumatology	94	3,716	26.18%	34.33%
Urology	6	87	1.67%	0.80%
<b>TOTAL</b>	<b>359</b>	<b>10,824</b>	<b>100.00%</b>	<b>100.00%</b>

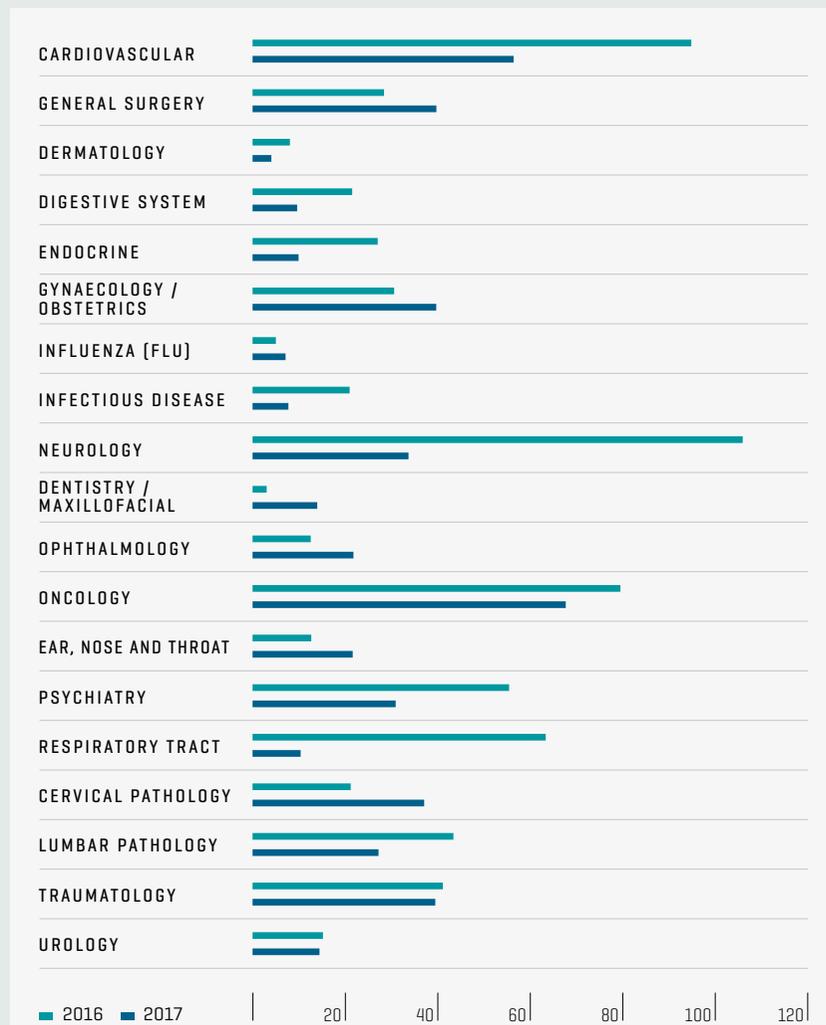
### Cases in 2017 %



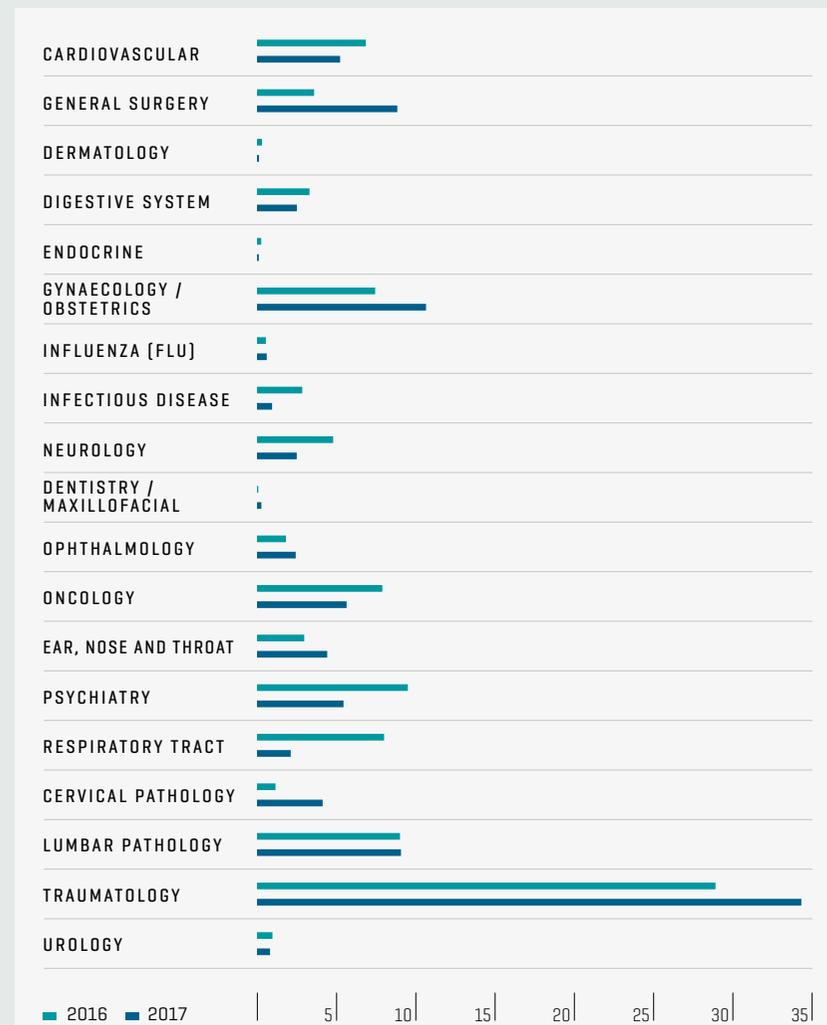


### Comparison of pathologies 2016-2017 according to duration of Temporary Incapacity

#### Average duration of TI Days



#### Days lost due to TI %



### Analysis of causes of absenteeism due to illness by professional group

In order to analyse if there is any relationship between the job position category and the incidence of certain pathologies, the causes of sick leave of the various professional groups are analysed. In addition, this

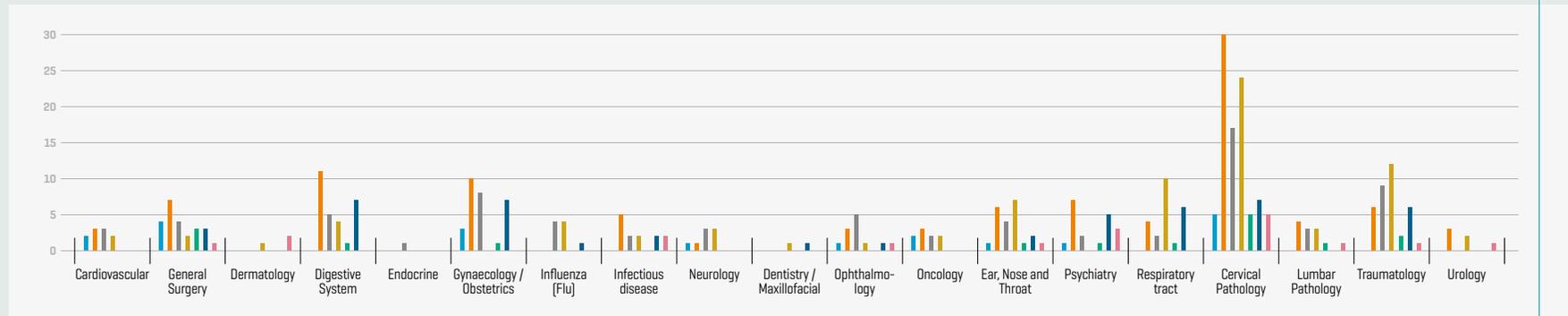
analysis helps us to plan preventive healthcare and health promotion actions for specific groups.

After analysing the absenteeism data in relation to the different job position categories or the personnel belonging to different professional groups, no differences that are

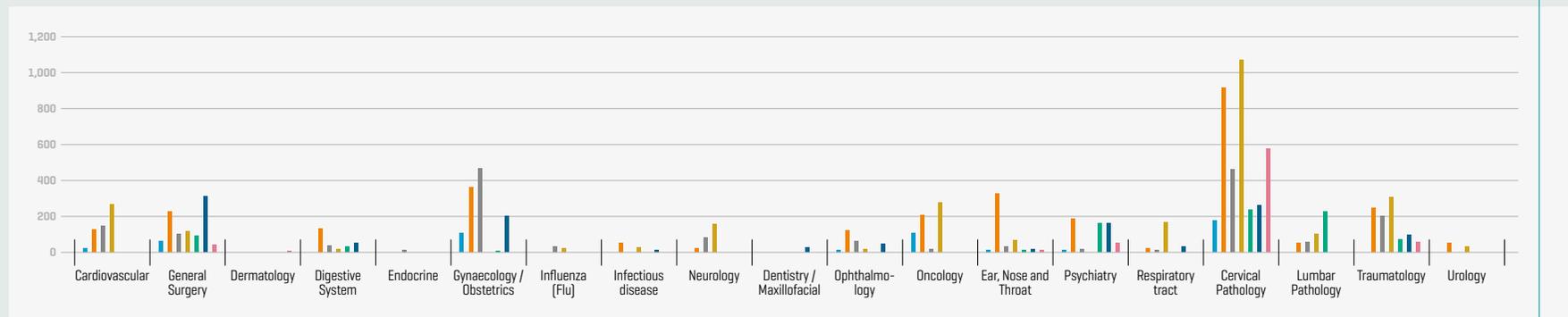
related to job category were observed. The distribution of the causes of sick leave in this specific analysis is similar to that of the general analysis conducted. The differences found in some groups are due more to the characteristics of the people belonging to the different professional groups, for example, the G1 and G2 group

[Specialist / technical experts] and the G4 group [Administrative personnel] in which the gynaecological causes are concentrated due to the high presence of women who in turn are not represented in other professional groups such as the G3 group [Specialist / technical experts] in Regional Areas.

### Number of Temporary Incapacities



### Duration of Temporary Incapacities



■ Management team ■ G1 Specialist / technical experts ■ G2 Specialist / technical experts ■ G3 Specialist / technical experts Regional Area ■ G3 Specialist / technical experts Office-based personnel ■ G4 Administrative personnel ■ Operator/Shift Manager

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# Psychosocial work environment

## MANAGEMENT OF PSYCHOSOCIAL RISKS

In 2017, the healthcare prevention plan associated with the results of the psychosocial risk assessment carried out in 2016 was launched.

We began by making the results of the survey known [to the management team and members of the occupational health and safety committee, and the entire workforce] through a specific communication plan.

We continued carrying out the campaigns of healthy lifestyle habits, fundamentally geared towards improving eating habits and physical exercise, the prevention of cardiovascular risks and the

improvement of musculoskeletal health. There is evidence that promoting self-care is an important part that contributes to psychosocial well-being.

## AREAS OF ACTION: PSYCHOSOCIAL RISK PREVENTION PLAN



### Communication

- HR Department and Corporate Resources Department.
- Executive Committee.
- Management Team.
- Occupational Health and Safety Committee.
- Workforce [miRED].



### Talent

- **Development** programmes already underway, strengthen according to the objectives of the plan: FOCO programme, ENLACE project, TEAM COHESION, LideraT LEADERSHIP programmes, Improvement of skills and competencies.
- Actions to improve the cohesion of managers with the **values of REE**.



### Organisation

- **Mobility:** Promote horizontal rotation.
- **Age Management:** Align psychosocial prevention measures with the Age Management Model.
  - Promote the improvement of the planning of maintenance work: Work-life balance.
- Monitoring of common areas through the **Climate Survey**.



### Health Promotion

- Healthy lifestyle habits; healthy eating campaigns, physical exercise and prevention of musculoskeletal injuries.
- Workshops for emotional health, mindfulness.
  - **Stress** prevention.
  - **Sleep** hygiene.
- Continue working on improvements regarding **Work-life balance**.



# The 'Emotional Fitness' workshops, organised as an action for the development of people, are part of the actions aimed at controlling stress and improving psychosocial well-being.

Regarding the actions directly aimed at controlling stress and improving psychosocial well-being for the most affected groups: Some 'Emotional Fitness' workshops were launched, which were directly organised by the Talent Management Department, as an action for the development of people. If the experience is positive, in the future new participants can be invited to attend as needs arise [product of the continuous assessment through follow-up in consultations, analysis of new working climate surveys, etc...].

In 2017, we initiated the first **Mindfulness Programmes**, where participation in these programmes is voluntary, and which consist of a weekly session of 2 hours for a duration of 8 weeks. Due to the number of people signing up for the programme, 2 groups were held in 2017 and this programme will continue in 2018.

**Workshops to improve sleep hygiene:** Insomnia and alterations in the quality of sleep have been one of the most common symptoms found in the Psychosocial Risks Assessment. In 2017, the following actions were carried out:

- An **informative session on Sleep Hygiene** given by the Director of the Sleep Research Institute, addressed to the whole workforce that took place on **17 May 2017**.
- A **series of 5 sleep hygiene workshops in relation to shift work** for operators, the personnel considered most at risk in the presentation of sleep-related pathologies.

**Talent management actions:** Many of the people development programmes that are carried out through the Talent Management Department, such as skills development actions, leadership, team cohesion, integration plans,

have a direct impact on emotional/ psychosocial well-being, whereby we continue to foster those aspects that contribute most to psychosocial well-being. [Examples: FOCO Programme, ENLACE Project, team cohesion workshops, LideraT Leadership programmes, skills development, etc...].

**Organisational actions:** The psychosocial risks of work are determined fundamentally by working conditions, that is why work organisation is key to eliminate these risks and to promote psychosocial well-being.

There are some programmes put in place by the organisation and talent area, such as the horizontal mobility plan that, in addition to contributing to personal development and enrichment, in certain circumstances, can serve as a tool to solve possible interpersonal conflicts that may arise.

**Age Management:** An important effort has been made to analyse the results of the Psychosocial Risk Assessment in relation to age. We must align psychosocial prevention measures with the Age Management Model.

Monitoring of the psychosocial situation through synergies with the working climate survey: In the analysis of the results of the psychosocial risk assessment, an important effort was made to match those aspects that coincided in both surveys in order to establish a follow-up measure that allows us to have a general idea of the psychosocial situation existing between the various Psychosocial Risk Assessments.



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These Assessments are conducted every 5 years and based on these, preventive actions are put in place to improve working conditions and psychosocial well-being.

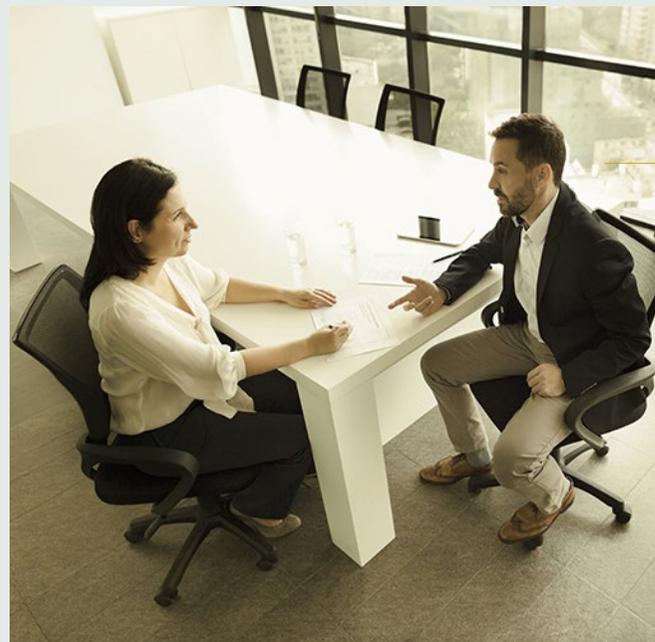
We must bear in mind that we continue to observe the psychosocial situation based on lines of observation such as health monitoring, medical consultations, analysis of the working climate survey, etc. This makes the management of psychosocial risks dynamic and, depending on how they evolve, preventive measures can vary, enhancing some actions or including new ones.

**Improvements in work-life balance:** An essential part of improving the psychosocial environment is obtaining the balance between the workers' professional and personal lives, and REE is working to achieve this.

### MANAGEMENT OF WORK-LIFE BALANCE

The management of work-life balance, as contemplated in Red Eléctrica is much more than a simple organisational tool. It is a model based on EFR regulations [Family Responsible Company] and a key factor of emotional and psychosocial well-being. This environment includes the organisation of work, the institutional culture and attitudes, values and practices that are exhibited daily in the organisation and that have an impact on the satisfaction, commitment, and psychological and physical well-being of people.

The set of more than 60 work-life balance measures, actions and initiatives that Red Eléctrica currently has implemented, and that apply equally to the entire workforce, regardless of the type of contract, form one of the fundamental pillars integrated into the management model. The 10<sup>th</sup> Collective Bargaining Agreement is also a clear step forward in this matter, as it complements or extends the existing measures. Through all of these measures, Red Eléctrica seeks to provide tools that improve the well-being



Red Eléctrica has implemented more than 60 measures, actions and work-life balance initiatives that apply equally to the entire workforce.



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and quality of life of its employees, boosting the commitment of the people and enhancing their pride of belonging.

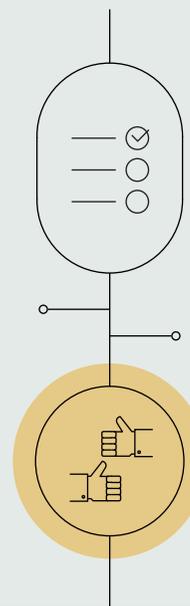
In 2017, 100% of the actions foreseen in the 2<sup>nd</sup> Comprehensive Work-life Balance Plan [2014-2017] were carried out. A large part of these actions: days without school, summer camps, or the role of work-life balance interlocutors, allow us to respond to individual situations.

Periodically the management model and the measures implemented are assessed through perception surveys. These surveys allow the Company to gain an understanding of the employees' knowledge, use and satisfaction of the overall work-life balance management system. In the survey carried out in 2017, with a participation of 62% of the workforce, the results have been highly satisfactory, reaching an average score of 7 out of 10, which is considered a strength in the scale used. The surveys will allow us to identify new needs and areas for improvement.

### Actions carried out in 2017

- Launching of a new survey regarding the knowledge, use and satisfaction of work-life balance measures currently in place.
- Continuity of work-life balance measures related to health and well-being.
- Activities and family support services: take-away food [dishes included in the menu of the Company canteen], days without school [activities with children of employees on working days], summer camps.
- Incorporation of the Work-life Balance Management training video into the 'AulaRed' virtual classroom.
- As part of the 'School for Parents' initiative: workshop on healthy eating habits for young children.
- Inclusion of the work-life balance measures in the Total Compensation model.

### Perception SURVEY



Average rating of

**7**  
OUT OF 10

for the work-life balance management system

-  
**Participation of 62% of the workforce**

### Main objectives 2018

- Development of the 3<sup>rd</sup> Comprehensive Work-life Balance Plan.
- Continue with the activities: group sports activities subsidised by the Company, days without school and summer camps for children of employees, children's parties, children's painting contest, leisure and environmental activities for the family.
- Renewal of the EFR [Family Responsible Company] certificate.

As a key part of the continuous improvement system associated to the management of work-life balance, a Self-Assessment Report is drawn up annually that measures the results obtained and assesses the objectives achieved.

All data and the evolution of the indicators can be consulted in the 2017 Work-life Balance Self-Assessment Report.



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# The role of the healthy workplace within the community

The role the Healthy Workplace plays within the community needs to be addressed as a fourth dimension within the Healthy Workplace Management Model. We cannot be solely satisfied with improving health just within our organisation. We need to reach out further, exerting a positive influence on the different aspects that promote the well-being of our social environment, understanding this as the 'family unit', stakeholders, the local communities where the Company's activities have an impact and, ultimately, on society as a whole.

In 2017, we have taken part in the following actions geared towards promoting community well-being:

- **Environmental factors:** Improving the natural environment has a direct impact on the well-being of the community. Mobility plans, that Red Eléctrica carries out, favour sustainability and form part of the Company's contribution to the improvement of the natural environment.
- **Providing access to health services and health insurance policies for REE employees and their families:** In addition to the Public Health Service, Red Eléctrica has taken out health insurance policies made available to its employees, and which can be extended to their partners and children.



Red Eléctrica has health insurance policies that are made available to employees and which are extended to their spouses and children.



- **Scope of preventive healthcare and health promotion measures for family members:** We believe that the promotion of healthy lifestyle habits should not be limited solely to the workers of the Company. We are aware that changes in the habits of our employees will have an impact on their families, but we are also aware that getting the message across to even the youngest family member, and directly instilling in them good practices, will significantly reinforce and contribute to achieving the goal of promoting healthy lifestyle habits within the family. A session was organised on a day without school for older children and/or guardians which addressed the basic aspects of physical exercise and healthy eating habits.

- **Management of persons with some form of disability:** with the launch of the Disability Management Model, Red Eléctrica is contributing to the incorporation of people with disabilities and their integration through awareness activities directed at Company personnel. As a result of the communication plan, the Family Plan, a project consisting of providing support

measures whose objective is to improve the integration of Employee's family members, with some form of disability, has led to an increase in the number of beneficiaries from 10 to 17 people. Several actions regarding corporate volunteering and disability have been launched.

- **BLOOD DONATION Campaigns:** At Red Eléctrica we are aware of the need to encourage blood donations, which is why blood donation campaigns are carried out twice a year at the head office.
- **Corporate volunteering:** Corporate volunteering is integrated into the Healthy Workplace Management Model. This initiative allows us to contribute to the well-being of groups/persons with special needs, placing particular emphasis on the promotion of healthy lifestyle habits. In 2017, the new Corporate Volunteering Management Model was launched, and a new multi-year plan was approved that will allow us to boost integration, solidarity, and sustainability actions.

Some of the activities carried out under the framework of Corporate Volunteering are:

## In 2017, the new Corporate Volunteering Management Model was launched, and a multi-year plan has been approved that will allow inclusive, supportive and sustainable actions to be promoted.

- Give and Gain Day
- Natura 2000 Network
- A GREFA (Group for the Rehabilitation of Indigenous Fauna and its Habitat] for integration
- Action Against Hunger Solidarity Challenge
- Employment School
- Inter-company Challenge
- CampVs Mentoring
- Reaching out in Solidarity
- #COMPANIES4SDGs
- Other activities: A Smile for Christmas Campaign and Solidarity Auctions:

- **Projects for the improvement of local communities in which Red Eléctrica is operating:** Red Eléctrica leads or takes part actively in environmental and social projects, distributed nationwide, aimed at contributing to the sustainable development of the communities in which the Company's facilities are located.

Red Eléctrica maintains its commitment to the local communities where its activities are carried out, collaborating in actions that contribute to improving the well-being of people and their municipalities, by supporting the protection of basic needs, fostering sport and healthy lifestyle habits, and the conservation of their culture.



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# MAIN INDICATORS



## Main indicators

	2012	2013	2014	2015	2016	2017
<b>Occupational Health and Safety (parent company)</b>						
Average workforce (no. of people)	1,652	1,653	1,676	1,704	1,704	1,731
No. of hours worked	2,810,229	2,810,559	2,832,440	2,872,998	2,879,760	2,925,390
Work-related accidents with sick leave (no.)	15	7	8	13	7	5
Fatal accidents (no.)	0	0	0	0	0	0
Days lost due to work-related accidents <sup>[1]</sup>	770	332	393	348	255	139
Accident frequency rate	5.34	2.49	2.82	4.52	2.43	1.71
Accident severity rate	0.27	0.12	0.14	0.12	0.09	0.05
Incidence rate of work-related accidents	9.07	4.23	4.77	7.63	4.11	2.89
<b>Occupational Health and Safety (REE Contractors)</b>						
Average workforce (no. of people)	3,519	3,527	3,336	2,950	2,664	2,940
No. of hours worked	5,983,539	6,059,285	5,637,084	4,986,224	4,501,934	4,969,450
Work-related accidents with sick leave (no.)	109	109	88	62	46	36
Fatal accidents (no.)	0	0	0	2	0	0
Days lost due to work-related accidents	3,945	5,368	4,040	15,347	1,402	1,366
Accident frequency rate	18.22	17.99	15.60	12.84	10.22	7.24
Accident severity rate	0.66	0.89	0.72	3.08	0.31	0.27
Incidence rate of work-related accidents	30.97	30.90	26.37	21.69	17.26	12.24
<b>Medical Service (REE)</b>						
Medical check-ups/examinations (no.)	1,157	1,138	1,095	1,112	1,092	1,092
Consultations with doctor or nurse (no.)	1,222	1,226	1,196	1,183	1,468	867
Absenteeism rate related to health and safety		1.43	1.84	2.21	2.05	2.03
Participation in consultations regarding health promotion campaigns (no.)						696
Participation in campaigns regarding healthcare prevention and health promotion (Colon cancer, sleep hygiene, healthy eating etc.) (no.)						395

[1] The calculation is based on 6,000 working days per fatal accident.

**Accident frequency rate** = The number of work-related accidents with sick leave per million hours worked.

**Accident severity rate** = The number of work days lost due to work-related accidents + incapacity scale, per thousand hours worked.

**Incidence rate** = The number of work-related accidents with sick leave x 1,000 / average workforce.

**Absenteeism rate due to health and safety** = days absent due to common TI (temporary incapacity) > 3 days + days absent TI < 3 days + days of absence due to Work-related Diseases + Workplace Accidents / (average workforce x 365) x 100.



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