



Occupational Health
and **Safety**
in Red Eléctrica

Occupational Health and Safety

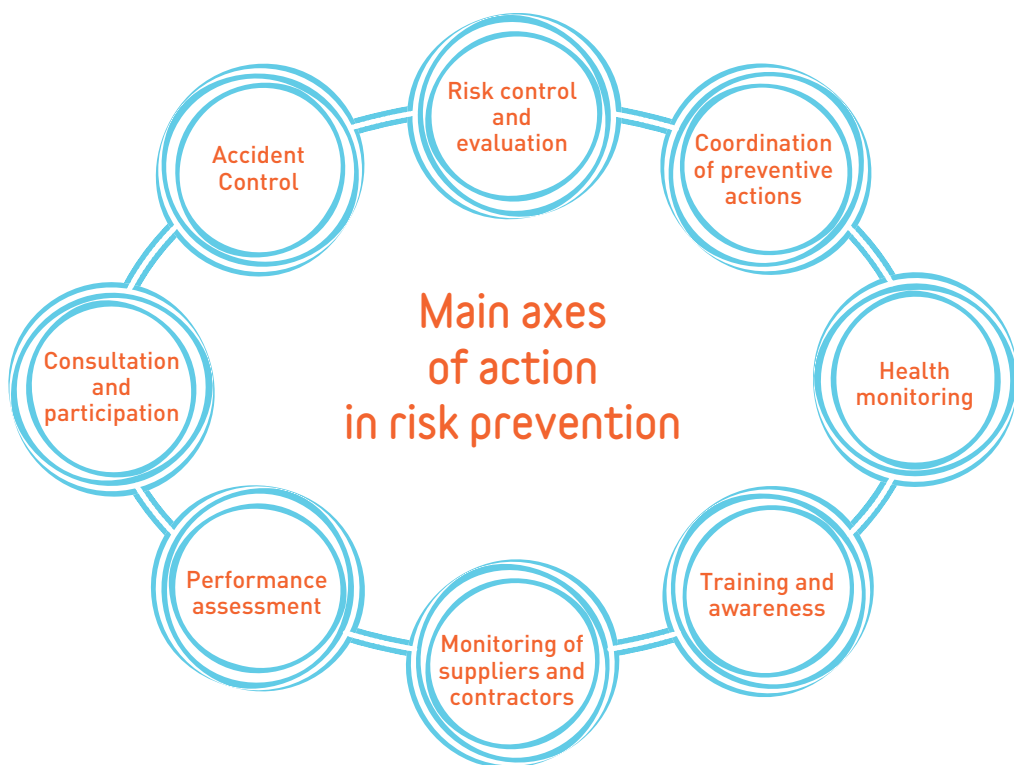


In Red Eléctrica we have as a strategic objective to attain excellence in occupational health and safety not only for the people we employ, but also for those who collaborate with us and work in our facilities. In order to evaluate our performance in this matter, all companies of the Red Eléctrica Group have an occupational health and safety management system which is certified in agreement with the international standard OHSAS 18001.

Key elements of our occupational health and safety management system

- 1 An occupational health and safety policy based on the commitment of senior management and the implication of all stakeholder groups.
- 2 A prevention service comprising of personnel qualified in the various occupational health and safety preventative specialities.
- 3 A management system implemented according to the requirements of the OHSAS 18001:2007 standard.
- 4 The development of training, communication and monitoring activities as key tools regarding awareness and continuous improvement.
- 5 An evaluation system regarding persons and facilities and the management of safety equipment and materials focused on eliminating the risks associated to the various activities.
- 6 An occupational health and safety committee consisting of social representatives from all work centres.





It is the responsibility of us all to comply with those prevention measures that are associated to and correspond to both our workplace and the activities we carry out.



The «Factor Humano» seal identifies the activities carried out by Red Eléctrica regarding the working environment and employee relations.

Risk evaluation and control

- Ongoing evaluation and revision of the risks associated to the activities of all job positions
- Personalised monitoring via an IT application.
- Adoption of corrective measures in those situations where risks are detected.

69 risk evaluations took in 2010 which gave way to the adoption of corrective measures regarding those anomalies detected.

In 2010 the Occupational Health and Safety department of Red Eléctrica imparted safety training to 4 coordinators, 80 supervisors and the accreditation of 112 works managers.

Supplier occupational health and safety

- Evaluation of safety elements in the supplier selection process.
- Safety accreditation for contractors (safety coordinators and works supervisors) to guarantee the efficiency in prevention in accordance with the principles that Red Eléctrica applies.
- Accreditation of works managers of the companies contracted for activities classified as high risk.

Coordination of preventive actions

- Drawing up of safety research studies that detail the tasks to be carried out, the associated risks and the preventive measures to be implemented.
- Based on the above indicated research studies, the contractors awarded the works prepare the safety plans.
- Coordination of preventive actions with suppliers, collaborators and contractors as a key element for the efficient monitoring of safety measures.

197 safety studies for putting works out to tender were carried out in 2010 and 1,619 safety plans were approved, 31% and 27% respectively more than in 2009,

Performance assessment

- Verification of the safety conditions via three different and complementary figures: the safety service technicians, the safety coordinators and the works supervisors.
- Use of inspection models to guarantee the uniformity of the information, independent of the location, company or person who carries out the inspection.
- Identification of risk situations or deviations from the preventive measures and definition of the corresponding improvements.

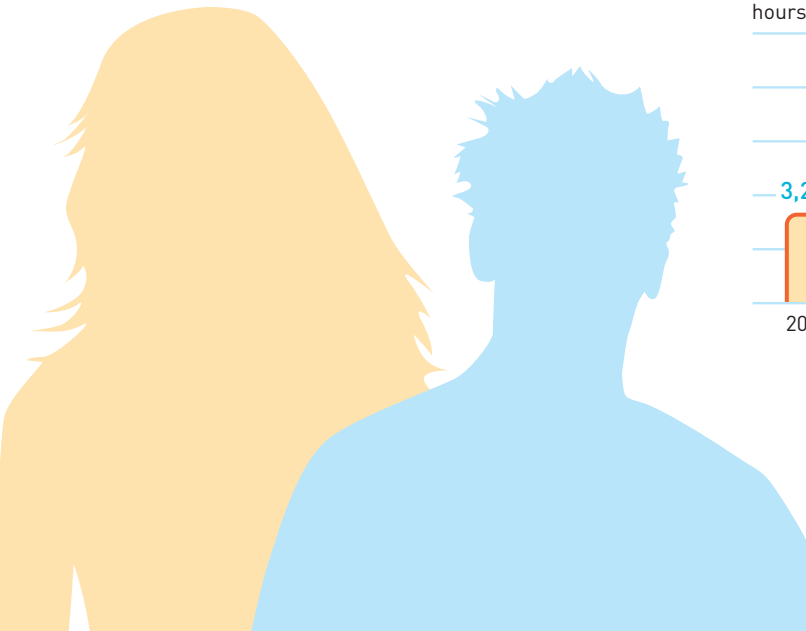
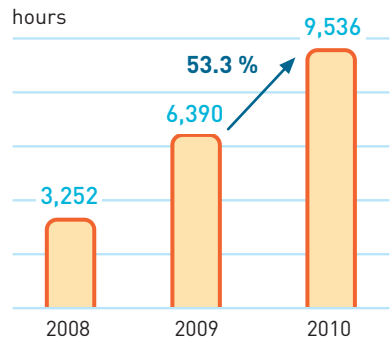
4,116 inspections (26.6% more than in 2009) were carried out in 2010 that gave rise to 13 risk notifications and their corresponding corrective actions.

9,536 hours of training were given in 2010, of which more than a third was imparted to new instructors regarding occupational health and safety matters.

Training and awareness

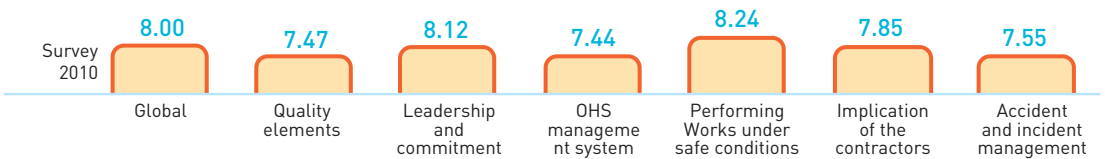
- On-going development of safety training and awareness programmes as key tools for prevention, especially in works exposed to electrical risk.
- Definition of specific programmes for each job position based on the risks associated to the different activities.

Occupational health and safety training



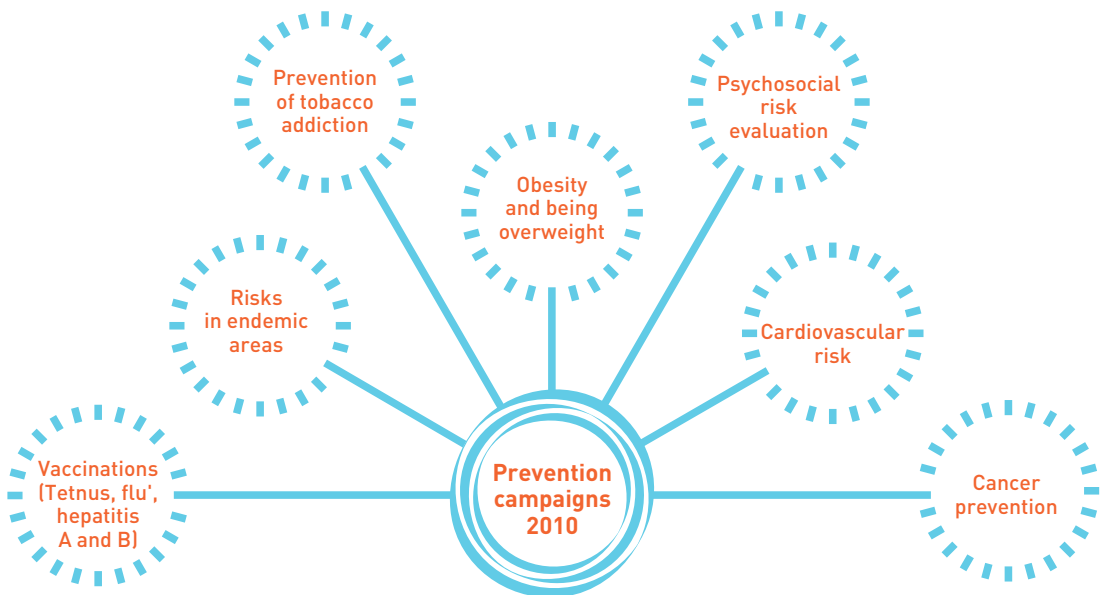
Consultation and participation

- Meetings of the Occupational Health and Safety Committee and publication of corresponding meeting minutes on the intranet.
- Collaboration of those employed in the identification of improvement actions or situations of non-conformance with established processes.
- Publication of all the occupational health and safety regulations on the intranet.
- Evaluation survey regarding the occupational health and safety risk prevention system.



Health monitoring

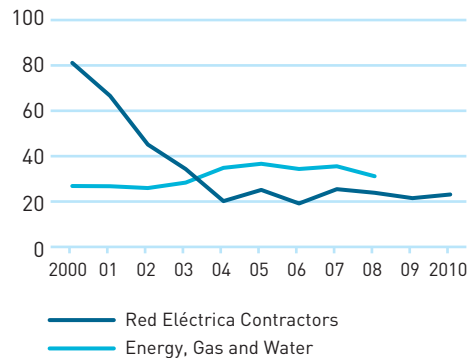
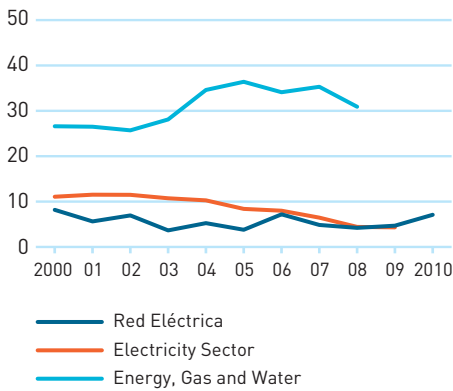
- Own in-house medical service at the head office and agreement with the prevention society Fremap for the outlying work centres.
- Prevention, promotion and monitoring of health, not only work related but also in general. Development of health-oriented campaigns for the prevention of the more common diseases.
- Periodic medical examinations, based on specific protocols according to the existing risks associated to each job position.



Control of accidents

One of the most relevant aspects regarding occupational health and safety is the control of the accident rate. For this, Red Eléctrica counts on strict risk identification, control and management systems as well as other tools geared towards reducing incidents and accidents in the performance of the company's activities. These systems and tools have meant that the accident rate in recent years has been very low, although in 2010 an unfortunate fatal accident occurred during the removal of grounding points of a protected zone at an installation.

Accident frequency index



Risk prevention improvement

Objectives 2011

Finalization of the revision process of the internal regulation initiated in 2010.

Development of dissemination and awareness campaigns.

Redesigning of the contents of the internal communication page of miRed.

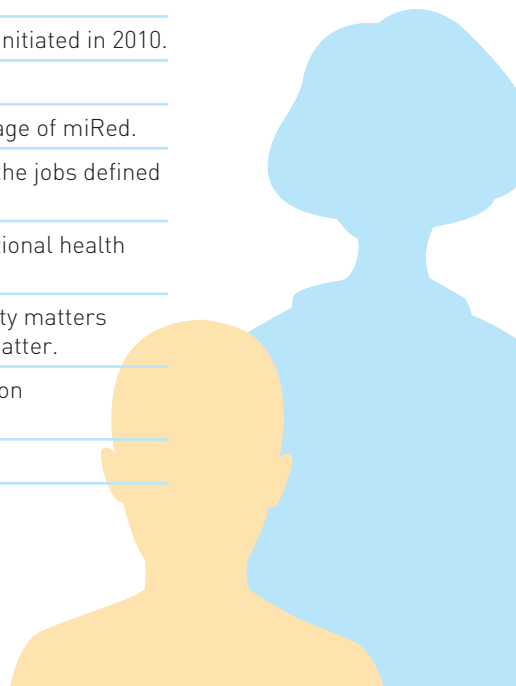
Revision of the evaluation of the risk to people and its link to the jobs defined in the new people management model.

Development of an IT tool for the management of the occupational health and safety system, designed in 2010.

Define authorisations regarding occupational health and safety matters and develop the corresponding training plan regarding this matter.

Analysis and redefinition of the evaluation criteria and valuation of contractors from a safety point of view.

Public mention of the contractors with best safety results.



Key indicators

Occupational health and safety (REE+REC+REI)	2006	2007	2008	2009	2010
Average workforce (2)	1,285	1,311	1,379	1,493	1,584
Hours worked	2,226,292	2,266,644	2,373,524	2,565,436	2,678,350
Accidents with sick leave (serious/minor)	0/14	0/11	0/10	0/12	1/17
Fatal accidents	2	0	0	0	1
Days lost due to accidents ⁽¹⁾	12,369	195	352	156	6,268
Accident frequency rate	7.19	4.85	4.21	4.69	7.09
Serious accident rate	5.56	0.23	0.15	0.11	2.34
Incidence rate	10.89	8.39	7.25	8.05	11.99
Absenteeism rate	3.09	3.04	2.28	2.51	2.27

Occupational health and safety (Contractors REE)	2006	2007	2008	2009	2010
Average workforce ⁽²⁾	2,116	2,590	3,139	3,183	3,447
Hours worked	3,597,653	4,403,145	5,336,236	5,410,526	5,860,778
Accidents with sick leave (serious/minor)	2/62	7/103	2/124	15/100	11/117
Fatal accidents	4	1	0	0	1
Days lost due to accidents ⁽¹⁾	25,302	9,256	7,705	8,066	9,282
Accident frequency rate	18.90	27.13	23.61	21.25	22.01
Serious accident rate	7.03	2.26	1.44	1.61	1.58
Incidence rate	32.13	42.86	40.14	36.12	37.13

Medical service (REE+REC+REI)	2006	2007	2008	2009	2010
Medical check ups	835	802	1,011	1,097	1,010
Doctors consultation	1,361	1,422	1,443	1,167	1,170
Vaccinations	259	230	269	352	312
Temporary incapacity consultations (IT)	174	135	122	139	145

Frequency index = number of work-related accidents with days lost per each million hours worked.

Severity index = number of days lost due to work-related accidents + incapacity scale, per each thousand hours worked.

Absenteeism index = hours of absence per common IT > 3 days, hours IT < 3 days and non-regulated leave/average collective agreement workforce/theoretical collective agreement hours x 100.

Incidence index = number of accidents with days lost with doctor's note for sick leave x 1,000 / average workforce.

Serious accident (standard) = those qualified as serious by each doctor that provided a doctor's note for sick leave.

Serious accident (REE) = those qualified as serious by each doctor that provided a doctor's note for sick leave + those with period of days lost superior to 90 days + those that require action of the labour authority.

(1) 6,000 days for each recorded fatal accident.

(2) Based on the hours worked.

