

Red
Eléctrica
HEALTHY
WORKPLACE

2016
Report



RED
ELÉCTRICA
CORPORACIÓN



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Introduction



Red Eléctrica's commitment

to health, safety and wellbeing, including work-life balance, is a priority and one of the basic pillars underlying the value proposals for the people employed. The effort devoted to the development and continuous improvement of health and safety management systems in recent years has resulted in the consolidation of Red Eléctrica's Healthy Workplace Management Model, setting out a set of general management principles and guidelines designed to promote and protect the health, safety and wellbeing 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 wellbeing, positioning the company as a standard bearer of the healthy workplace model is provided in the Human Resources Director Plan as a strategic line of the company and as a key element to enhance safety and health to the fullest degree. This model of healthy workplace rotates around four large action lines: physical work environment, psychosocial environment, health

resources and participation in the community.

As for safety, the approval of an action plan with a 2016-2019 horizon is focused on 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 electrical facilities, the commitment to people means that every effort heads towards minimising these risks. There is a special focus on

those action lines that improve the behaviours and the safety measures during the completion of the works.

It is worth stressing that there has been a considerable reduction of overall accident rates of both Red Eléctrica and its contractors, and that the best values emerge from the historical series analysed, and that the frequency and severity rates have improved. This improvement should be reflected in the implementation of the different plans and targets set in motion to succeed in achieving that all the



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works performed at our facilities are carried out without accidents.

In 2016, the third assessment of psychosocial risks has been conducted at Red Eléctrica to assess the psychosocial situation and identify those improvement opportunities to direct our actions towards organisational excellence and the betterment of the quality of life concerning everyone involved in the organisation. Our main target is integrating the prevention of psychosocial risks in management, contributing to the deployment and development of the strategy of people and the healthy workplace management model.

As for work-life balance, the launching of the 2nd Integrated Plan for the period 2014-2017, including the targets to fulfil over a four-year term, highlights both the progress made in the development of the measures and the management level within the continuous improvement system established. The analysis of management indicators or setting specific metrics to allow the quantification of the return on investment regarding work-life balance are just two examples of the management effort achieved.

Like other years, the campaigns for health promotion and the campaigns for the communication of the healthy workplace management model have focused on the prevention of most of the health risks common to the general population as well as on the promotion of healthy habits, with the participation of employees in the work environment itself. Best practices have been further extended to the family environment.

As far as the participation in the community is concerned, actions have been conducted to improve health and wellbeing 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 integration of people with disabilities and their normalisation through awareness activities directed to those belonging to the company. Similarly, corporate volunteering has contributed to the wellbeing of collectives with special needs, focusing on the promotion of healthy lifestyle habits.

Red Eléctrica understands risk prevention as a strategic value, positioning itself among those companies with better outcomes regarding prevention.

The development of our own specific methodology to measure the cost-benefit ratio of safety, health and work-life balance allows us to analyse the return on the investment made in these areas in order to assess the competitiveness and productivity arising out of the processes, procedures and working conditions. It further allows us to have a predictive model for both the improvement of processes and the delivery of results.

This significant effort that we are devoting to attain compatibility of the development of projects, management of safety and health in construction and maintenance works, and the remaining 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-ranking

companies with leading results in prevention, in a sector with risk assessment demanding high dedication to keeping figures within acceptable rates.

This report is proof of our determined effort, and our conviction of the importance of protecting and fostering health, safety and wellbeing of all people carrying out their activities at our facilities and the sustainability of the workplace. All of this is part of a continuous improvement process that enables Red Eléctrica to be an exemplarity and compliance model.

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Ensuring safety to all the professionals involved in the performance of their duties, and both promoting and implementing a model and a healthy company management system are the key guidelines underlying the Human Resources Policy of the Red Eléctrica Group.



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, in such way that compliance with the strategies and targets

of the Red Eléctrica Group will be ensured.

These basic principles and guidelines include:

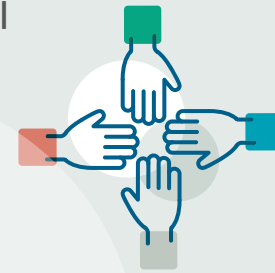
- › Ensuring people's safety while they perform the duties associated with their jobs

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On one hand, developing the management model focused on the promotion and protection of health, safety and well-being of all employees and, on the other, the sustainability of the work environment, are the **commitments of the Group's Human Resources Policy.**



through training in the correct use of working equipment and personal 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 integrated management in terms of both efficiency and quality.

- > Designing, implementing and promoting a model and system of healthy company 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 collective, and the integration of people with disabilities, as well as developing and supporting work-life balance, shall all be considered as essential social welfare issues.

These two basic guidelines in the Red Eléctrica Group's Human Resources Policy form the basis for the following undertakings: in the areas of health and safety in the workplace, the development of a management model for the promotion and protection of the health, safety and wellbeing of the Group's employees, and sustainability in the work environment.

- > To integrate health, safety and wellbeing at all hierarchical levels and in all activities, in accordance with the regulations in force and corporate commitments.
- > To focus management on the involvement and participation of all stakeholders connected to the compliance with these guidelines.

- > To ensure the highest levels of health and wellbeing for all 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 context.
- > 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 safety, health and wellbeing of all employees and of the environment in which they operate.
- > To ensure compliance with all the legal requirements applicable to health and safety in the

workplace area, along with all the requirements set out in the healthy workplace model.

- > To provide all personnel with the professional tools and personal protection equipment required to perform their duties in safe and healthy conditions.
- > To ensure that people are properly trained, so that they may perform the duties associated with their professional positions in a safe and healthy environment, from both a physical and a psychosocial perspective.
- > To encourage employee participation and consultation in all aspects relating to health, safety and wellbeing management.
- > 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 steady performance improvement.

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02

Healthy Workplace Management Model



Safety and health management goes beyond occupational risks prevention by developing a healthy work environment to enhance the quality of our employees' lives.



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 action lines.

Identifying health as 'a state of complete physical, mental and social wellbeing, 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



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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 wellbeing of employees with a view to improving their quality of life.



OUR MILESTONES AND ACTIONS carried out allow us to position as a **Healthy Workplace.**

Red Eléctrica is a company concerned with the health and safety of the individuals employed, and it is engaged in a wide range of activities aimed at promoting health and quality of life, as reflected in its implementation of health and safety management systems that have resulted in low accident rates, and in the campaigns to promote health that it has been carrying out for more than twenty years. The healthy workplace model should allow us to organise all of these activities in a more consistent and structured way, with regard to the planning, monitoring and assessment of all the actions taken to achieve greater wellbeing among our employees

and their individual surroundings, families and communities.

In making this undertaking to excellence in the performance of its activities, Red Eléctrica is aware of the need to introduce 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, combined with training, communications and performance improvement measurement, as management tools, together with the effective integration of health and safety areas, provide the basic reference points for planning the preventive activities within the broad scope of the health and safety of the company's employees.

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 wellbeing 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 wellbeing, thus improving quality of life and quality in the family and community environment.

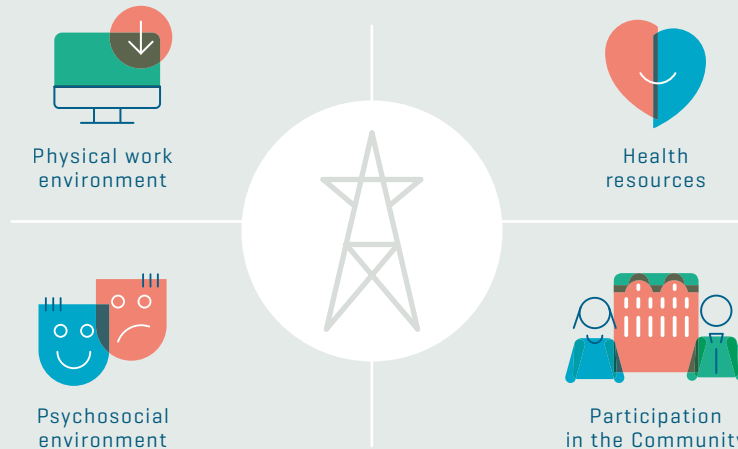


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THE PHYSICAL WORK ENVIRONMENT

The physical work environment relates, among other things, to the workplace structural design and its air quality, machinery, furnishings, chemical products and materials. The environment also refers to production processes during working hours; any factors that could affect the physical health and safety of the workers, as well as their mental health and wellbeing. It includes issues that have traditionally been handled from the technical areas of workplace 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 wellbeing. 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 participation of the company unfolds in activities focused both on the employees' families and on the communities where the company operates, taking into consideration physical, social and environmental matters.

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 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 affect the psychological and physical wellbeing 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 wellbeing 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 wellbeing of the company's employees, their families and the community they belong to.

AUDIT OF THE HEALTHY WORKPLACE MANAGEMENT MODEL

On the 27th and 28th October 2016, the first follow-up audit of the **Healthy workplace model** was carried out. No situations affected the compliance with the targets planned.

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.

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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 wellbeing of employees, along with the continuous sustainability of the work environment.

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 company campaigns.
- > Fact sheets of the Healthy Workplace Manual distributed to the staff.
- > The work carried out by the health services regarding incapacity management and disability integration.



- > The campaign for the promotion of physical activity emphasising the wide available range of sports activities. The organisation of sports seminars since 2015 on an annual basis and the personal training programme.
- > Campaigns carried out in the psychosocial area.
- > The integrated ageing management model, given its comprehensiveness, thoroughness and focus both on the workers of the organisation and the community.

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 district by district so that it covers the whole national territory.



AUDIT OF THE HEALTHY WORKPLACE MANAGEMENT MODEL

OCT 2016



- > The creation of the positions of local health coordinator and local health collaborator, and their work.
- > The existence of the work-life balance responsible, a process managed by the health department.
- > The extension of the Healthy Workplace model to employees' families by means of Health Insurance, Family Plans, non-school days, etc.

No non-conformities have been identified.



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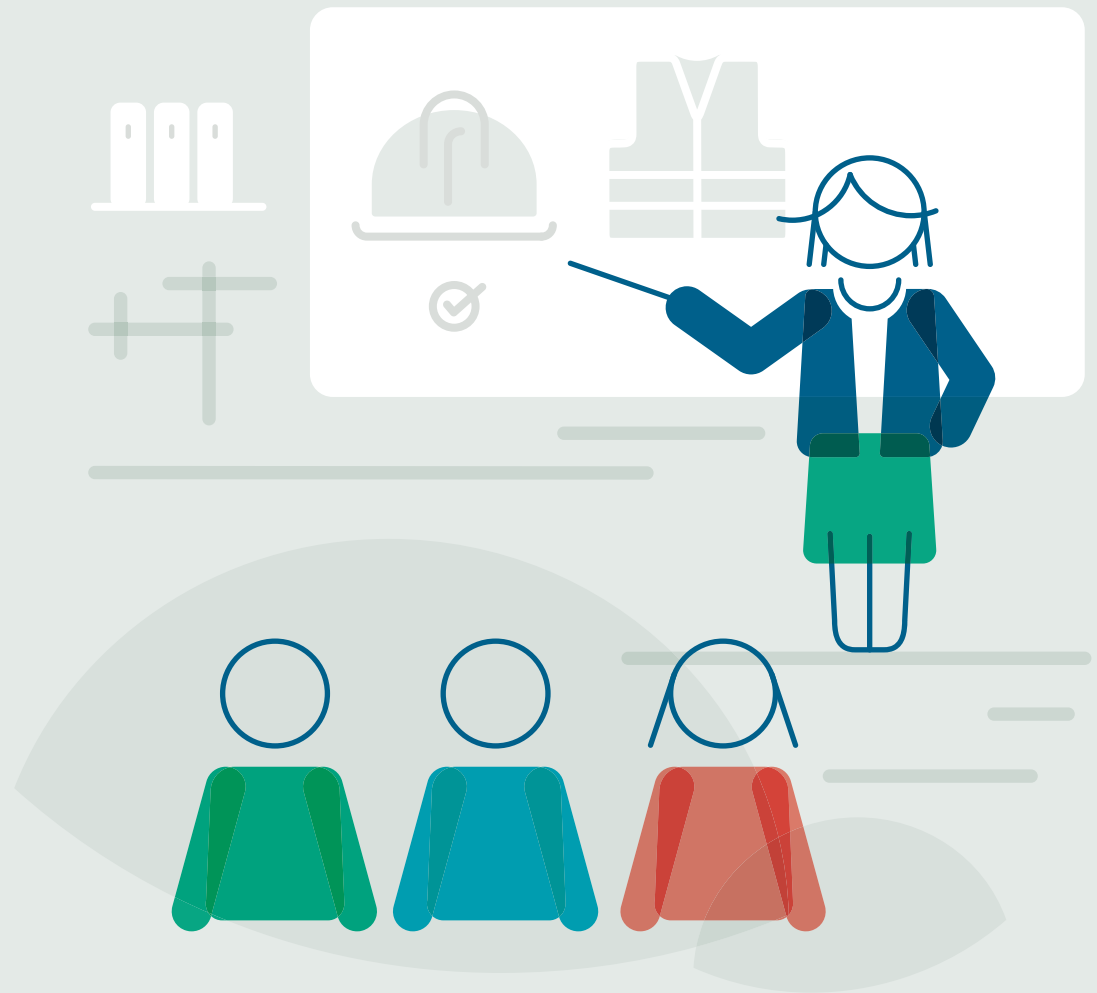
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Preventive action planning



Red Eléctrica has its own prevention service which is responsible for the prevention disciplines of occupational safety, industrial hygiene, ergonomics and applied psycho-sociology and occupational health care.



REQUIREMENT FOR A BESPOKE PREVENTION SERVICE

The Prevention Service at Red Eléctrica de España S.A.U. was created to ensure compliance with its workers' entitlement to health and

safety, as guaranteed under the Spanish Constitution, and promoted by EEC Framework Directive 89/391, which was enacted in Spanish law in Industrial Health and Safety Act 31/1995, [the 'LRPL'].

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The Preamble to the LRPL 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 very beginning of the design of the corporate project, the initial assessment of the risks inherent in the work involved and the regular updating of this assessment as circumstances change, the organisation of a consistent and all-embracing set of preventive measures that match the nature of the risks detected and the monitoring of the effectiveness of these measures, all together constitute the basic elements of the new approach to risk prevention in the workplace proposed by the Law. And this must, of course, be combined with employees' training and information.'

A basic tool in the company's preventive activity is the obligation set out in Chapter IV to structure



COMPANY DETAILS

1. **Company name:** Red Eléctrica de España, S.A.U.
2. **TAX CODE:** A-85309219
3. **Registered office:** Pº del Conde de los Gaitanes, 177.
28109 Alcobendas [Madrid]
Tel: 91 650 20 12 / Fax: 91 650 45 42
www.ree.es
4. **Commercial activity or activities:** CNAE 35.12
Electric Power Transmission
5. **Activity under Appendix I of Royal Decree 39/1997 carried out or performed at the company's facilities:**
 - l) Activities involving construction, excavation, land movement and tunnels with the risk of falling from heights or becoming trapped.
6. **If the activity engaged in is classified under group 'h) Activities involving construction, excavation, land movement and tunnels, with the risk of falling from heights or becoming trapped' 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 1,627 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 1,627 of 24 October 1997?**
 - 4) Works performed close to high voltage power lines.

such activity through the actions of one or more of the company's workers specifically assigned to this duty, through the establishment of a prevention service or by means of a prevention service externally provided.

In order to comply with the requirements of Chapter IV of Spanish Industrial Health and Safety Act 31/95, and as established in Royal Decree 39/1997 (which approved the Regulation of Preventive Services), in Chapter III, Organisation of Resources for Preventive Services, Article 14, relating to its own preventive services, Red Eléctrica de España S.A.U. has established its own preventive 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 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.



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DETAILS OF RED ELÉCTRICA'S OWN PREVENTION SERVICE

Given the size of the workforce in 2016 and as set out in Article 14 of the Prevention Service Regulations, Red Eléctrica España has established its own Prevention Service which is responsible for the following preventive fields: Occupational Safety, Industrial Hygiene, Ergonomics and Applied Psycho-sociology and Occupational Health Care.

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.

Members of its Prevention Service are also based at its premises in Valencia, Seville and La Coruña, to offer an enhanced service to employees working throughout the Spanish mainland territory, as well as at its premises in both The Balearic and The Canary Islands.



OWN PREVENTION SERVICE (OPS) OCCUPATIONAL RISK PREVENTION

With an exclusively dedicated organisational unit

PROJECT PROGRAMMES AND SPECIFIC IMPROVEMENT ACTIVITIES

In 2016, the integrated ageing management has been carried out, suggesting changes in the organisation of positions with an ageing impact. A procedure has been developed for the planning of the workforce, depending on ages and professional careers, in order to deal with and manage the needs of professional development of roles with age-associated risks, also working on the appropriate management of the transition to retirement.

An improvement action plan has been drafted, it develops actions that intend to improve the control and monitoring of activities, among others, these actions include follow-up meetings with contractor companies, or the creation of

an SICO that resolves 90% of consultations concerning labour risk prevention.

Among the most relevant improvement projects and activities planned and completed in 2016 by the Health and Safety Department, it is worth stressing the following:

- > Dissemination of the Healthy workplace manual.
- > Launching of the third assessment of psychosocial risks.
- > Medical and nursing consultations [1,258], medical check-ups [1,092] and annual flu campaign [210 vaccinations].

> Health campaigns focusing on the promotion of a healthy diet and physical exercise.

> Research study on individual physical exercise programmes and assessment of their impact on cardiovascular health.

> Promotion of physical activity as a healthy lifestyle habit. 42.4% of the workforce receive company grants for 42 sports groups, sports days and intercompany sporting events.

> More than 350 personal nutrition consultations, reinforced with healthy diet workshops and a cooking workshop.

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- > Treatment and one-to-one follow-up regarding tobacco withdrawal, in collaboration with Carlos III Hospital.
- > Campaign for cancer of the colon prevention for people aged over 50 and detection of prostate cancer markers for males aged over 50.
- > Reduction of absenteeism rates linked to common illnesses at a rate of 6.6%.
- > 7,145 hours of training in health and safety, a 22.1% increase in respect of 2015.
- > Identification and signalling of 1,500 confined spaces at the end of 2016.
- > Measurement of electromagnetic fields at 40 substations.
- > Reduction of accident frequency and severity rates, for both employees and contractors of Red Eléctrica.



COLORECTAL CANCER PREVENTION CAMPAIGNS

AGED OVER

50

And detection
of prostate
cancer markers
for men aged
over 50

Among the improvement targets and projects planned for 2017, the following should be highlighted:

- > Start-up of the actions included in the improvement action plan of occupational health and safety, geared towards the implementation of the best practices in the area. The plan comprises three action lines: preventive culture, training and skills of personnel carrying out the work, and operational control of the activities carried out.
- > Improving the requirements of training and skill required for the parties taking part in the implementation of work and activities at facilities.
- > Establishing actions leading to the improvement of control and follow-up of activities as a key element of safety rules. This includes: meetings with contractors depending on their results in prevention, completing internal audits by technicians in prevention and construction and maintenance of the various activities.
- > Developing the communication plans linked to awareness and sensitisation on occupational safety for all stakeholders.
- > Development of an access control system [Kérberos] to extend the information available within the company, concerning personnel carrying out works on overhead lines.
- > Continuing with customised physical activity and health plans.
- > Continuing with healthy nutrition at different workplaces.
- > Sleep disorder prevention campaigns.
- > Setting up programmes to support the transition to retirement.





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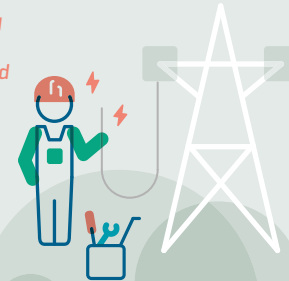
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1,238 STUDENTS

7,161 HOURS

OCCUPATIONAL SAFE AND HEALTH TRAINING PROGRAMME (2016)

19% of the total training hours were devoted to training issues related to electrical hazard



PERSONAL TRAINING AND AWARENESS

Specific training in workplace health and safety issues

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 the internal regulations (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 newly-engaged workers and in refresher courses for the consolidation and strengthening of know-how that has already been acquired.

In 2016, the training programme on health and safety in the workplace was attended by 1,238 students, with a total of 7,161 training hours completed. Of the total number of hours, 19% were specifically devoted to training on electrical risk.

In 2016, 2.5% of health and safety training hours were for the management team, and this meant a substantial increase in respect of the preceding year.

99% 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.

Classroom training on prevention

[no.]

	2011	2012	2013	2014(*)	2015(*)	2016(*)
Training sessions completed	91	69	48	65	88	123
Attendees	929	577	383	672	1,097	1,225
Hours of training	8,050	6,380	3,358	6,209	5,736	7,082

The data relate to the contents of AM012.
[*] Includes data on training relating to healthy workplace issues.

Online prevention training

[no.]

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

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:



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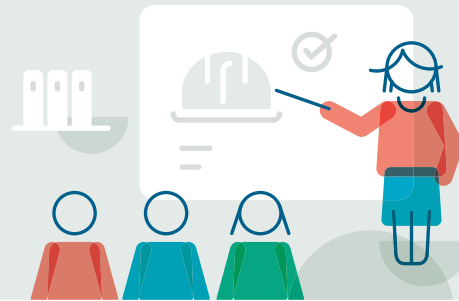
In addition to this in-house training, the company has worked together with Red Eléctrica's Corporate Academy on the training in workplace health and safety issues of the Local Operators working for the different substation maintenance contractors.

To supplement specific training regarding the specific risks inherent to each individual position, Red Eléctrica is committed to a wider range of Health and Safety training, directly linked to all aspects of health prevention and promotion. In addition to the usual first aid courses, theoretical and practical workshops were offered in 2016 at different working premises

Healthy workplace classroom training

[no.]

	Training sessions completed	Attendees	Hours of training
Healthy Diet Workshop	5	142	284
Health and physical activity promotion workshop	2	60	120
Workshop on the prevention of musculoskeletal injuries	1	18	72
Workshop on the prevention of psychosocial risks	12	158	632
Total health workshop actions	20	378	1,108



WORKSHOPS AND TRAINING EVENTS

Related to plans and programmes on health prevention and promotion

HAVE BEEN CARRIED OUT IN 2016

as part of the campaign to promote a healthy diet, physical activity, and to prevent psychosocial risks and musculoskeletal disorders.

Communication and awareness

In 2016, the actions set forth under the internal industrial health and safety plan have been carried out, with a focus on awareness and

on providing information about the most significant aspects concerning health and safety prevention and promotion.

Among the actions developed in this arena, we can highlight the following:

- > Drafting the 2016 Annual healthy workplace report and publishing it in digital format on the internal and external websites. Translation into English and publication of a summary including the main figures.
- > Creation of a community on miRed for the resolution of queries on prevention, providing a sole interpretation and its dissemination to all personnel employed at Red Eléctrica.

- > Drafting and dissemination of the Healthy workplace manual.
- > Publication of news on the internal website related to the campaigns for the prevention of healthy habits, cancer prevention, flu vaccine and other campaigns related to the psychosocial environment, such as work-life balance actions.
- > Participating in specific sessions and congresses relating to the healthy workplace arena: SICUR, Nutrition Congress, Foment Day and the UCLM Summer Course.



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- > Participating in prevention cost-benefit sessions at the National Centre of Working Conditions of INSHT in Barcelona.
- > Participating in groups of Workplace Medicine at UNESA.
- > Participating in Workplace Safety groups at UNESA.
- > Participating in the group of large companies' occupational physicians.
- > Meetings with contractor companies for the monitoring and analysis of their prevention results as a method of awareness and promotion of prevention and as a source of boosting quality and safety at work.

WORKERS' PARTICIPATION

Workplace Health and Safety Committee

The Workplace Health and Safety Committee met 4 times during 2016, as required under Spanish Health and Safety Act 31/95. The Committee comprises 6 employees' representatives and 6 company representatives. These meetings follow up all prevention and health



The Workplace Health and Safety Committee, comprised of **employees' representatives and of company representatives** has met 4 times during 2016, in order to monitor the health and prevention activities.

activities, reviewing processes and analysing and monitoring the results of these activities and the Workplace 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 are published on the internal website so they can be seen by all the company's employees and stakeholders.

During 2016, announcements were also made about the progress made in relation to the Healthy Workplace management model, with an emphasis on the importance of encouraging everyone's participation in the different accident prevention and health promotion activities.

REGULATIONS

Internal Workplace Health and Safety Regulations have been reviewed, restructured and extended during 2016 in order to ensure that they meet the requirements for certification and that they comply with the changes in the legislation in force.

Specifically, four action guides have been updated: AM012, AM013,

Existing regulations on occupational health and safety

[no.]

	2011	2012	2013	2014	2015	2016
Policy					1	1
General procedures	2	2	2	2	2	2
Technical procedures	5	5	5	5	5	5
Technical instructions	15	17	17	18	18	19
Action guidelines	15	15	15	16	18	21



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AM019 and AM026. Moreover, an Action Guide on the Safety of Work at Facilities and Equipment containing SF₆.

All the regulations are published on the internal website of Red Eléctrica. Below, we provide details on the progress of the internal rules of Red Eléctrica in force in recent years.

LEGAL REQUIREMENTS COMPLIANCE VERIFICATION

Throughout 2016, the legal requirements compliance verification, aimed at fulfilling the requirements of the certification system [OHSAS 18001] in the application of prevention management procedures (PRER), was carried out.

All the legislation currently in force and applicable to the facilities and activities of Red Eléctrica de España has now been uploaded, along with all the requirements arising out of

this legislation. Both the regulations and the requirements must be frequently updated. However, this also offers us access to a complete regulatory database.

48 verifications have been successfully completed at facilities and buildings belonging to Red Eléctrica, in relation to various activities involving both maintenance and construction.

RISK PREVENTION AUDIT

During the audit for the monitoring of OHSAS 18001:2007 certification, which was carried out by AENOR in October 2016, 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



RISK PREVENTION AUDIT

OCT 2016



at all hierarchical levels and at all the premises visited, emphasizing the significant change produced by the publication of the Workplace Health and Safety Manual, which had meant the explicit integration of workplace health, ergonomics and applied psychology and led to evidence of notable improvements in the global integration of the management system as compared with previous years.

The strengths of the Workplace Health and Safety Manual that have been stressed by the Audit include the following:

- > The content, the level of detail and the analysis made in the Annual Report prepared by the In-House Prevention Service [Healthy Workplace 2015].
- > The follow-up, the analysis and the level of detail in the indicators associated with the different processes relating to the management of prevention activities.



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- > The development of the PRER computerised manager, which ensures the monitoring of preventive actions and the tracking of any associated records.
- > The progress in relation to the number of facilities affected by the Kérberos Project, which permits communication between the PRER application and the ACNE access monitoring system, thus guaranteeing that every worker (whether they work for the company or for a contractor) who enters the organisation's premises is previously registered. This means that there is an exact record of who has entered the organisation's premises and when.
- > The effort devoted to the standardisation of criteria among health and safety coordinators and external support technicians working on prevention issues.



- > The creation of an internal channel for queries on occupational risks prevention for the organisation's employees.
- > The technical contents and analysis of matters concerning work health and safety conducted at the meetings of the Health and Safety Committee.
- > The work carried out by the medical service regarding disability and incapacity management.

Three minor non-conformities have also been identified, and these are detailed below:

- > Risk assessments of work positions and centres for which the second review term had been exceeded, which is established at 3 years.
- > The procedure implemented for the management of training does not guarantee, on occasion, the training required as concerns occupational risk prevention.
- > On the closing date, we have been unable to identify one of the non-conformities stated in the report for 2015, which related to a lack of proof of the

quarterly maintenance operations of firefighting means of the substations in some districts.

OHSAS certification was initially obtained in September 2002, and to date, the company has obtained approval in 6 monitoring reviews and three renewal processes. 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 energy company to certify its occupational risk prevention management system.

As a result of the internal audits carried out by AENOR, a total of 24 corrective actions have been implemented to correct the deviations and observations identified.



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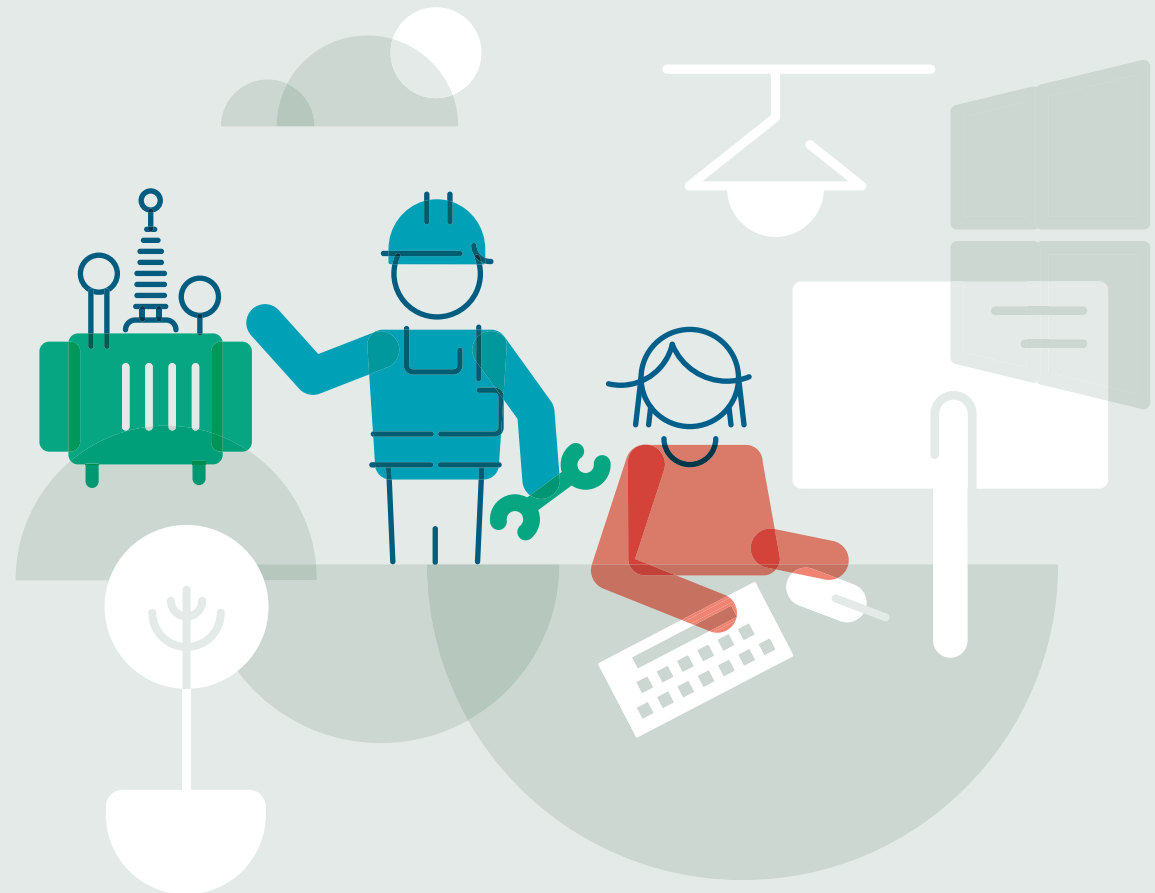
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Physical workplace environment



One of the key targets in occupational risks prevention is to ensure people's safety in the development of the activities associated with their work posts, where physical environment plays a basic role.



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 cannot be prevented, and the planning of the relevant corrective action, based on the level of risk involved.

Red Eléctrica de España has finally achieved the assessment of all job positions in all its facilities.

Once we have included the assessments in the PRER prevention IT management tool we can monitor and keep track of the risk assessments and the connected corrective actions applied.



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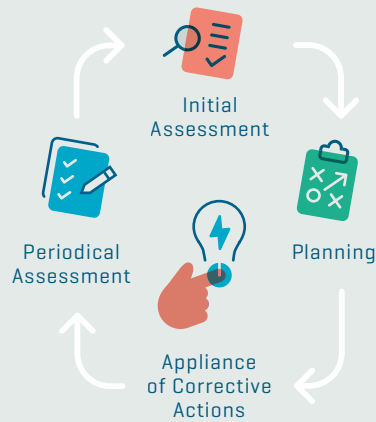


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Risk assessments require any defects to be corrected within the time periods allocated, and these periods are always based on the degree of risk assigned by the prevention specialist.



63 risk assessments were carried out at the company's facilities during 2016. These provided precise and up-to-date information on the risk factors that required action and led to a total of 69 corrective actions, of which more than 80% have already been resolved.

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



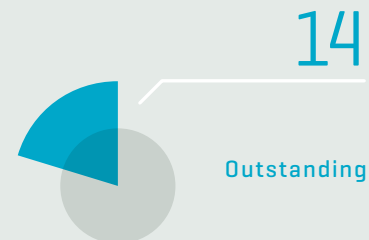
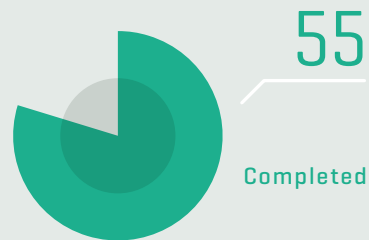
IN 2016 WE HAVE CARRIED OUT

ASSESSMENTS

69 new corrective actions
80% solved

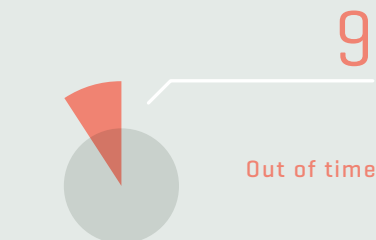
Summary of corrective actions [risk assessments]

[No. of actions]



Closed Corrective Actions

[percentage]



Of the 69 corrective actions initiated and pending completion as a result of the risk assessments carried out in the facilities, 55 have been solved and closed, accounting for 80% of the defects detected. Once the area responsible for a defect has been informed, the system sets a maximum period for its correction. At this time, 90.9% of defects have been corrected within the time allocated. 15% of defects remain unresolved, though 86% of these are still within their allocated correction time.

Risk assessments have also been carried out individually on 2 employees who have had restrictions placed on their professional duties due to limitations detected during the medical check-ups carried out.



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08 INDICATORS

Organisation and preparatory works

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

The execution of building or maintenance works on power lines and substations by the company's own employees or by contractors is the activity that entails the higher risks for Red Eléctrica de España and the one that therefore required most of the preventive actions.

As part of its supplier qualification programme, Red Eléctrica pays special attention to ensuring that those professionals with responsibility on the site are aware of the safety criteria to be applied at the company's facilities.

To this extent, 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 technical personnel apply the safety measures described in these documents.

Supplier safety qualification

During 2016, 53 Supervisors and 185 Forepersons received complete training on occupational 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, programmes that form a necessary part of the approach to prevention applied by Red Eléctrica de España.

Likewise, the company has continued demanding from its contractors that in order to carry out certain activities classified as high risk the personnel employed as Forepersons must be properly certified. This certification is awarded by the Health and Safety Service after the said Forepersons have undergone a test in which they must prove to be aware of the prevention regulations set out

in the law and in the regulations established by Red Eléctrica as part of its safety procedure.

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

Evolution of contractor's personnel certifications

[no.]

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

Activities that require a certified foreperson

- 01 Work excavating foundations for overhead lines
- 02 Work assembling and hoisting overhead lines supports (assembly and hoisting)
- 03 Work on conductors and transmission cables (laying and others)
- 04 Work on transmission cables (replacement and others)
- 06 Work on underground lines (civil engineering in trenches and galleries)
- 07 Work on underground lines (laying in trenches and galleries)
- 08 Work on underground lines (assembly of elements)
- 12 Civil engineering work at the substations
- 13 Electro-mechanical assembly work at substations
- 14 Vacuum p.e.s and p.e.t. testing at substations
- 16 Specific refurbishment of assembly equipment at substations and other centres
- 24 Inspection of structures. Lines, substations, corrosion, general state of repair...
- 25 Painting / silicon coating work on overhead lines
- 26 Painting / sealing on underground lines / substations
- 27 Pruning, cutting and clearing work
- 30 Maintenance in the VEW area
- 31 General line maintenance (only support teams)
- 32 General maintenance of underground lines (only support teams)
- 34 General substation maintenance (only support teams)
- 41 Construction work at buildings
- 54 Disassembly, scrap work and tank cleaning



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Red Eléctrica, through its own regulations, requires contracting companies to submit the safety plans and procedures where their preventive organisation and the tools to be used shall be detailed.



details its preventive organisation and the resources to be used, in the same way as required for construction works.

During 2016, 88 safety studies were prepared and more than 1,652 safety plans/procedures were approved.

Total certified personnel

[no. of persons]

Supervisors	420
Forepersons	1,955
Companies with a certified foreperson	171
Coordinators	46

Safety studies are prepared by the safety service and the regulations state that these must be submitted to contracting companies together with any invitation to bid. Contracting companies must take them into account when submitting their bids. The successful bidder must prepare a Safety Plan using this information.

Coordination of preventive actions

Spanish Health and Safety at Work Act 31/95 specifies a general duty to plan basic preventive action prior to commencing work. For work in the construction sector, this planning is governed under Royal Decree 1,627/97, through the preparation and submission of the necessary documentation including the tasks to be performed, the risks associated with the work in question and the preventive measures to be implemented.

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 in optimum safety conditions.

For work that is not regulated under Royal Decree 1,625/97, the regulations approved by Red Eléctrica require the contracted company to provide a description of the safety procedures in which it

Safety studies and plans approved in 2016

[no.]

Line safety studies	41
Safety studies of substations and other centres	47
Plans or procedures for work on Lines	605
Plans or procedures for work on substations and other centres	1,047

Evolution on the safety studies completed

[no.]

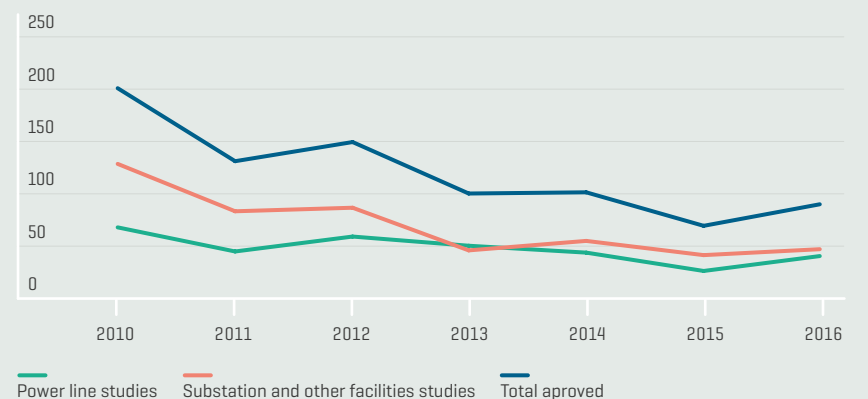




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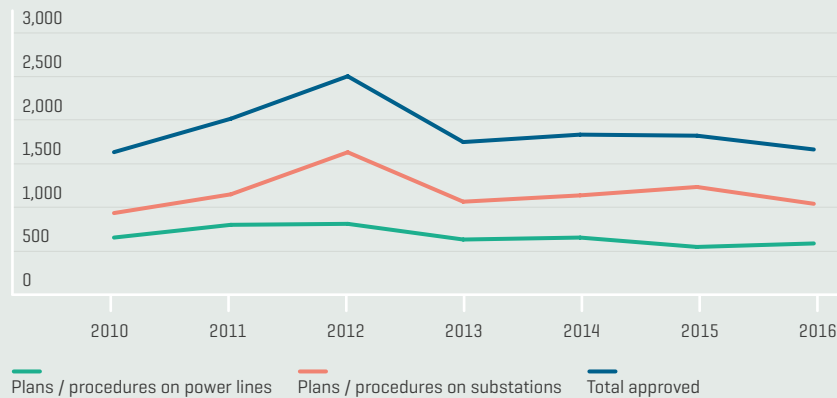
Evolution of safety studies and plans

[no.]

Activity	2010	2011	2012	2013	2014	2015	2016
Line safety studies	69	46	61	52	45	27	41
Substation safety studies	128	83	86	46	55	41	47
Plans or procedures for work on lines	680	843	847	655	680	561	605
Plans or procedures for work on substations and other centres	939	1,164	1,651	1,075	1,147	1,244	1,047

Evolution of plans/procedures

[no.]



Access monitoring system. Kérberos Project

Due to the existing difficulty involved in managing and monitoring all the personnel accessing the company's facilities,

the company decided to develop the Kérberos project to monitor access to its facilities, with the idea of extending it over a 10-year period to all the company's premises.



To this end, in June 2014, implementation work began using the PRER and ACNE applications, and the system was installed at 14 premises to check 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 permits and this is sent to the Access Monitoring 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. The responsible technicians at each facility are who have the authority to permit or deny in the PRER the access of the Forepersons to the substation by means of opening the facilities' doors.



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> 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.

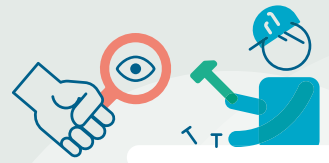
> When these people want to enter the premises, they must enter their personal code in the system, which records access and informs the worker whether he or she is or is not authorised, subsequently allowing or denying entry.

> 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 consulted by authorised Red Eléctrica personnel.

By the end of 2016, 90 premises had been fitted with and were running the Kérberos System, and at least one of these premises had the system installed in each of its departments. On that same date, 114,000 entries had been recorded.

Performance measurement

As part of its integrated protection system, Red Eléctrica de España has established that verification of the necessary safety conditions



INSPECTIONS

on works where a higher risk likeability was presumed

IN 2016 WE HAVE CARRIED OUT

13,038

is not only the duty of the safety service personnel and safety coordinators but that the organisational units must also participate in monitoring these conditions through the work supervisors.

Safety service personnel regularly visit the work sites in order to check the established procedures compliance levels 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 place, the company or the individual submitting the information.

More than **13,038 inspections** have been carried out throughout 2016. The inspections were focused on those works where the higher risk of accidents was expected to happen.

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

Evolution of safety inspections

[no.]

Type of Inspection	2010	2011	2012	2013	2014	2015	2016
Inspections of coordinators	2,407	3,148	10,194	8,448	7,945	7,672	7,377
Inspections of supervisors / technicians of Red Eléctrica de España	1,709	1,902	2,225	3,943	4,619	6,647	5,661
Total	4,116	5,050	12,419	12,391	12,564	14,319	13,038



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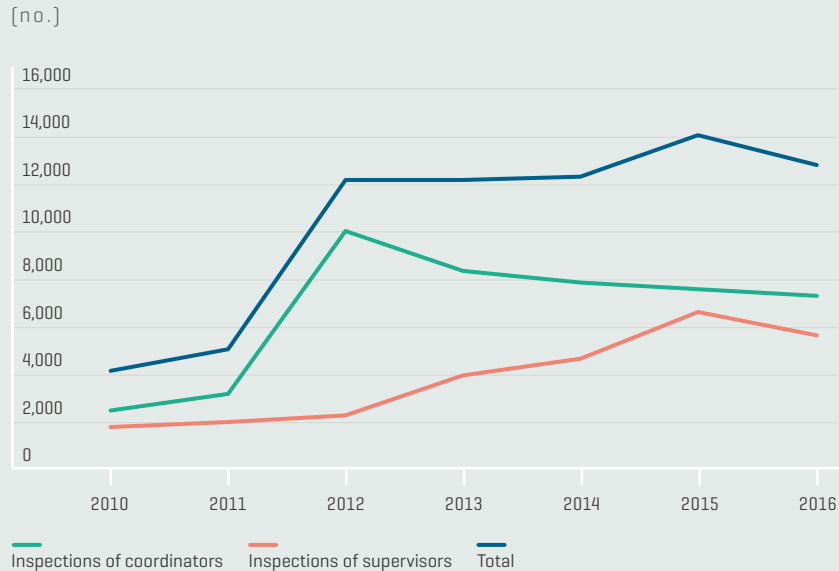
Of the total number of inspections, 30.62% were carried out on Construction works and 63.14% on maintenance works and activities. The remaining inspections were carried out on engineering, environmental and HR procedures tasks.

Following these **inspections, 1,785 corrective actions** were reported for resolution, and of these 1,700 were solved during 2016. Of the actions solved, 76.5% were completed within the allotted time. In comparison with previous years, mention should be

made of both the increase in the number of corrective actions recorded and the high number of actions that were completed in the year, up to 96% 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 **141 risk notifications** have been issued, resulting in the initiation of 137 corrective actions by both Red Eléctrica and [quitado by] its contractors, of which 123 have now been completed and fully corrected.

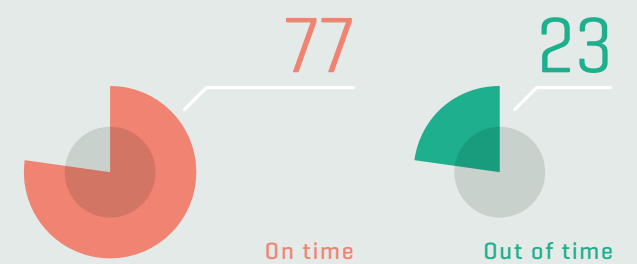
Evolution of safety inspections



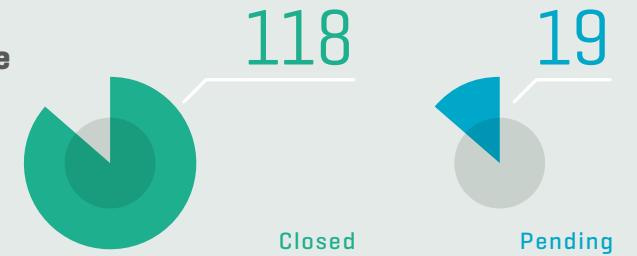
Summary of corrective actions [safety inspections] [no.]



Closed corrective actions [percentage]



Summary of corrective actions [Operational control] [no.]



Closed corrective actions [percentage]

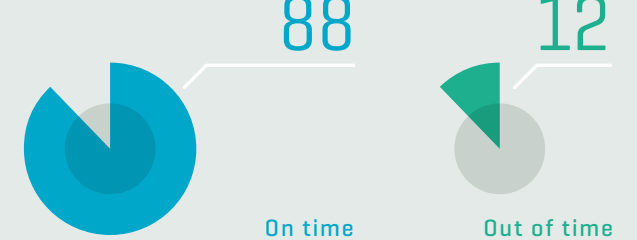




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Corrective actions

As indicated in the various sections analysed in the 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 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 2016 breaks down as follows:

Particularly noteworthy is the high percentage of corrective actions completed as a proportion of the total number initiated over this period, some 95% in all. At Red Eléctrica we are convinced that the monitoring and tracking of the risk situations that arise in relation to the different activities engaged in at the company's facilities and work sites will lead to improvements in controlling the risk involved in such work and a reduction in accident rates which, though low, must be subject to our sole target of reducing the number of accidents



The control of the risks of works that are being carried out and the reduction of the accident rates are both the result of the monitoring and the traceability of those risk situations arising from the different activities performed at our facilities and work centres.

and incidents occurring during the work 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. A fortiori 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.

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

The prevention service checks that stocks in the Warehouse are renewed over the course of the year, to ensure that all requests for safety equipment submitted by the different workplaces can be attended to.

Corrective actions [Overall Summary] [no.]



Closed corrective actions [percentage]

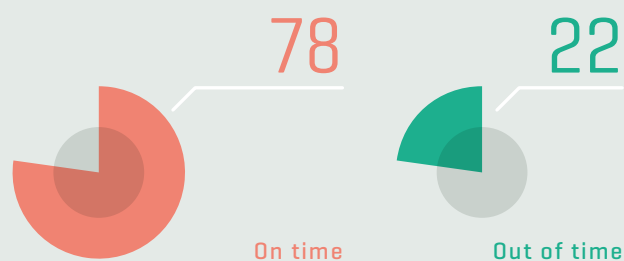




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08 INDICATORS



2016

IN 2016 WE HAVE PUBLISHED
ON OUR INTERNAL WEBSITESPECIFICATION
SHEETS143 safety
equipment
sheets and65 chemicals
sheets

Each type of equipment or group of similar equipment has its own specification sheet that is published on the internal website and kept up-to-date. These specification sheets describe the most important features, the instructions and the maintenance conditions for each kind of equipment. By the end of 2016, 143 of these specification sheets had been published for safety equipment and a further 65 regarding chemicals.

It is worth stressing that in 2016 new equipment destined to the execution of works in confined areas has been chosen and acquired. Tripod hoist winches for confined areas rescue and retrieval have been distributed alongside all needed complementary equipment. These items have been tried in practice drills and their

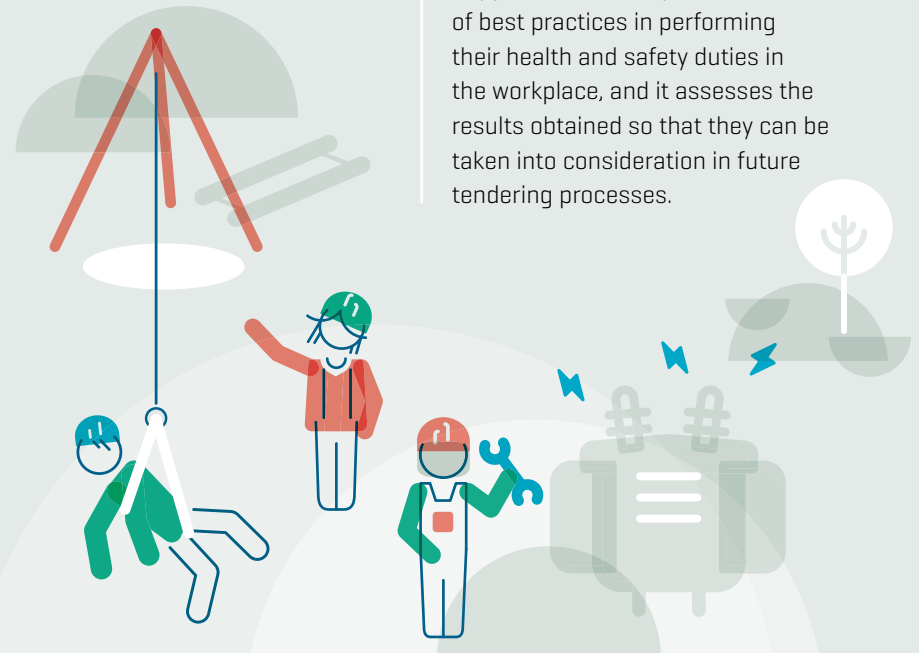
effectiveness has been confirmed. Training courses have been given to all the people likely to require them.

Real drills have been carried out with chemical escape gear. One of these tests was completed at a subterranean GIS substation, four floors underground, and the result was highly satisfactory.

Over the year, new equipment has been sent to the facilities, according to the demand, to replace old equipment (with pressurised air cylinders), which were faulty or needed re-stamping.

Meanwhile, at the request of the prevention delegates and the Safety Committee, new HTP gear has been acquired for low voltage, new self-retractable belt devices have been purchased

for work on power machines and auto-darkening welding helmets are being tested, among other significant facts.



Assessment of contractors based on their prevention activities

Red Eléctrica wants to encourage the prevention efforts made by its Suppliers 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.



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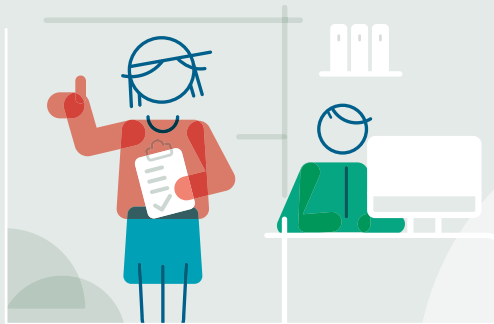


08 INDICATORS

In order to enhance these efforts, for the last few years, the company has been improving the methods employed for measuring the results in the prevention field separating the results by activities and thus standardising the assesment. 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 on another periodic basis.

All suppliers can track the progress of their results.

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



The update of the PRER **occupational safety corporate** application has eased its utilisation to internal and external users besides boosting the exploitation of results.

- > Accident rate results. Compares the severity rate between each pairing contractor/activity and the severity rate of all companies engaged in the same activity. It carries a 15% weighting.
- > Accident rate information control. It measures the control that each supplier's prevention service has over the accident rates occurring at the company in question, evaluating the time taken to prepare detailed reports of accidents. It carries a 15% weighting.
- > Results from safety inspections and risk notices. An average score is awarded for each company/activity pairing regarding those shortcomings recorded as a result of the safety inspections carried out and the risk notices issued. It carries a 15% weighting.
- > Efficiency in the adoption of corrective actions. This involves measuring the speed at which efficient corrective measures are adopted. It carries a 15% weighting.
- > Amount of subcontracting used. This is a rate showing the amount of subcontracting used. It 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. It 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. It carries a 15% weighting.

Management tool. PRER

The updating of the corporate occupational safety tool [PRER] with the development and incorporation of 61 improvements has meant an easier use for both internal and external users and has strengthened application of the results obtained. All Occupational Safety information is managed through this application, providing users with all the information they need for each area, information that varies according to each role. This task is carried out while keeping track of all the actions taken in each process.



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The following tables show some of the user figures for 2016 and the way that access by both internal and external personnel has evolved. Making it possible for all stakeholders involved in workplace safety procedures to obtain access to the documentation required for each process has led to significant advances in the management and effectiveness of occupational health and safety.

As for the data relating to **processes managed in 2016**, we can highlight the following:

Processes managed

[no.]

Safety studies carried out	88
Safety plans approved	530
Safety procedures approved	1,122
Accidents managed	105
Incidents recorded	95
Risk notices issued	141
Work inspections	13,038
Corrective actions initiated	2,275

In 2017, we will continue to make changes that will help us to improve each of the application's processes.

OCCUPATIONAL HYGIENE AND ERGONOMICS

Following the integration of the technical specialities of Occupational hygiene and Ergonomics into the **Health and Safety management system**, an ergonomic evaluation of all individual job positions was completed in 2013, resulting in an action plan followed during the ensuing years.

Among the actions carried out in 2016 as a continuation of the plan launched in 2014, we can highlight the following:

- > The completion of a workshop for the prevention of musculoskeletal disorders at the East District, attended by 20 people. Note that in the two previous years, 12 similar workshops were carried out in different districts.
- > The technical group created to analyse and improve the positioning of earthing lines using the kinds of poles currently used in efforts to find newer, safer and more ergonomic designs. The development of an earthing system using cord positioning has been completed. This system is rotating in

PRER access log during 2016

[no. of access]

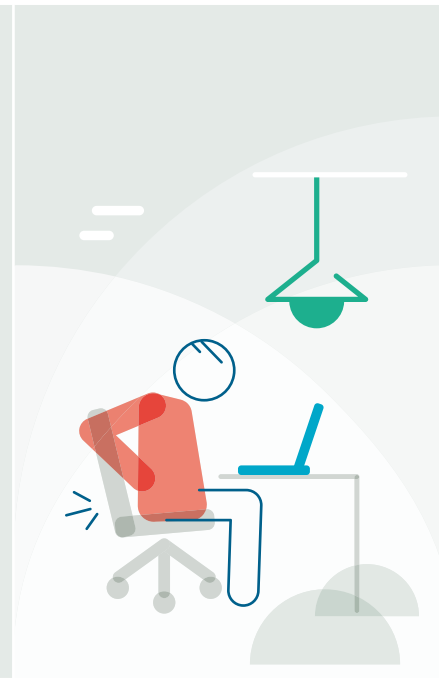
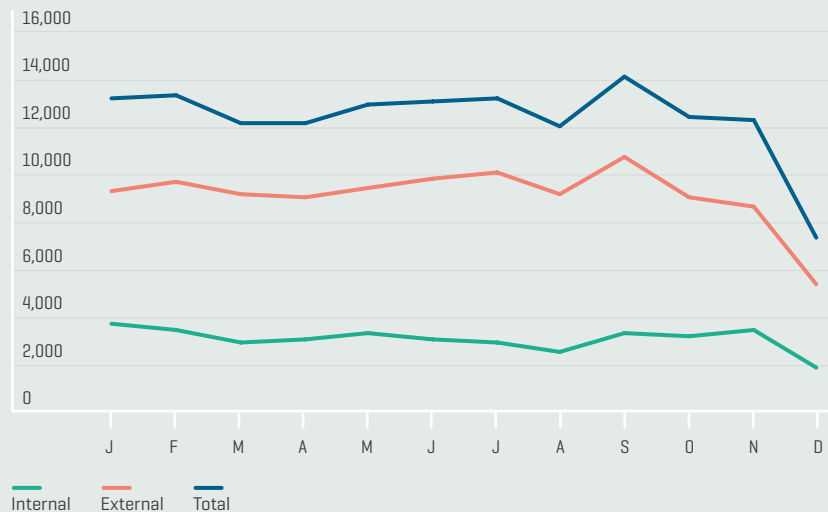




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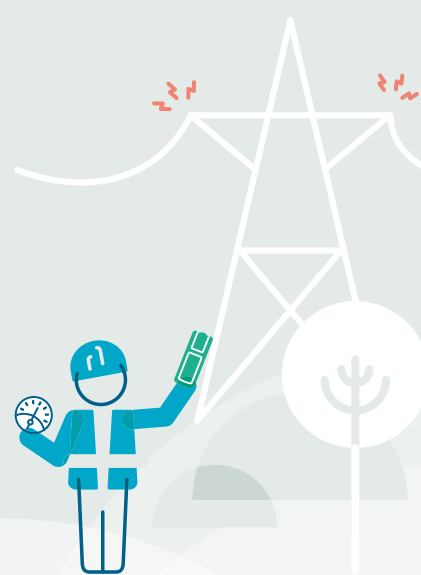
several districts for its use and assessment.

- > In this regard, to facilitate the positioning of earthing lines, the facilities that have requested them have been fitted with power down-lines, which permit the connection point to be lowered by three metres, thus reducing the length and weight of the earthing cable to be lifted with the pole. This issue was discussed at the last Meeting of the Health and Safety Committee.

- > In 2016, a significant amount of measurements of EMFs was 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.



Results obtained from the measurements conducted in 40 Red Eléctrica substations showed that in those facilities **limit values were not exceeded.**

Although, at 30 June 2016, the legal, regulatory and administrative provisions required to comply with the provisions laid down in this Directive entered into force, the limit values of exposure set out as a reference were already being employed in the work setting for the measurement of electromagnetic fields at the facilities of Red Eléctrica de España.

At the end of 2016, measurements had already been completed at 40 substations.

Electromagnetic fields measurements 2016

[no. of measurements]

District	
South District	21
Centre District	14
North-West District	5
Total	40

Specific training in SF₆

Although the hygiene-related risks detected at facilities during the various risk assessments show a minimal level of incidents, we must highlight in this aspect the training activities offered to a large number of people employed in the maintenance of facilities where there is a risk of exposure to sulphur hexafluoride (SF₆) and to the products into which it decomposes.

Red Eléctrica's Corporate Academy has two authorised centres, one in San Sebastian de los Reyes [Madrid] and one in Vitoria, that offer the necessary theoretical and practical classes for handling SF₆ gas, in accordance with the terms of Royal Decree 795/2010, which governs the marketing and handling of fluorinated gases and equipment in which they are used, along with the certification of the professional personnel that use such gases.

Some parts of these courses have been devoted to specific training in occupational health and safety concerning the risks associated with SF₆ and its by-products.

In February 2016, the internal AM023 regulations concerning



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'Safety of work at Facilities and Equipment containing SF₆' was approved.

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 2016 involving employees of Red Eléctrica and its Contracted

Construction and maintenance works are deemed to be part of Red Eléctrica's corporate purpose and hence control and monitoring are required.

Companies. A detailed explanation and breakdown of these figures is included in the chapter dealing with Accident Statistics.



Accident rate indicators

[no. | rate]

	Red Eléctrica personnel		Contractors	
	2016	2015	2016	2015
Activity expressed in numbers				
Average no. of employees	1,704	1,704	2,664	2,950
No. of hours worked	2,879,760	2,872,998	4,501,934	4,986,224
No. of accidents	23	45	81	107
Occupational	15	39	78	105
Fatal accidents	-	-	-	2
Accidents with injury leave [major]	-	-	-	11
Accidents with injury leave [minor]	7	13	46	51
Accidents without leave	8	26	32	51
Commuting accidents	6	5	3	1
Fatal accidents	-	-	-	-
Accidents with injury leave [major]	-	-	-	1
Accidents with injury leave [minor]	6	5	3	-
Accidents without leave	-	-	-	-
Other causes	2	1	-	1
Fatal accidents	-	-	-	-
Accidents with injury leave [major]	-	1	-	1
Accidents with injury leave [minor]	2	-	-	-
Days lost due to occupational accidents	255	348	1,402	15,347
Rates				
Frequency rate [If]	2.43	4.52	10.22	12.84
Severity rate [Ig]	0.09	0.12	0.31	3.08
Incidence rate [Ii]	4.11	7.63	17.26	21.69
Average length of incapacity	36 days	26 days	32 days	64 days

Definitions:

Frequency rate = no. of occupational accidents resulting in leave per million hours worked.

Severity rate = no. of days lost due to occupational accidents + fatal accident and incapacity rate per thousand hours worked.

Incidence rate = no. of accidents resulting in leave per one thousand workers.



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Of the figures resulting from the global data of the works carried out at Red Eléctrica's facilities in 2016, the following are especially relevant:

- > In 2016, there has been a significant reduction of the overall accident rate indicators of Red Eléctrica plus its contractors, with the best values being obtained from the historical values analysed.
- > There has been a notable decrease in the number of industrial accidents causing leave at workplaces and facilities and this is reflected in a drop of 46% of the frequency rate of Red Eléctrica and 20% for that of contractors.
- > Likewise, the severity of accidents occurring is reflected in the drops of severity rates relating to Red Eléctrica (25%) and to contractors (90%).

- > To boost and improve safety in 2016, the Management Departments of Construction, Maintenance and Human Resources have created an action plan benefitting the development of best practices in occupational health and safety based on three main action lines: a culture of prevention, training and skills of the personnel taking part in the work and operational control on the activities carried out.
- > Activity measured in terms of hours worked by Red Eléctrica personnel remains at similar levels to previous years. As regards the data relating to contractors, there has been a reduction in the number of hours worked in comparison with previous years, due to lower business levels, mainly in respect of construction work. These figures give an idea of the levels of construction and maintenance work carried out.

Monitoring and follow-up activity was strengthened in 2016 as concerns prevention measures relating to work carried out by our contractors at Red Eléctrica's facilities.

The significant drop in the number of occupational accidents resulting in leave occurred at work centres and facilities is clearly shown in the decrease of a 46% of the frequency rate for Red Eléctrica and of a 20% for its contractors.

- > Preparatory works have been improved in order to guarantee the best health and safety conditions, with the holding of kick-off and follow-up meetings for most 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 inspection process used to check working conditions has been maintained, with active involvement from 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.

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 211 corrective actions have been implemented, with the results shown in the following figure.

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OCCUPATIONAL ACCIDENT STATISTICS

The following table shows the statistical data for the accident records 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

[no. | rate]

	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Occupational accidents with leave [minor]	11	10	12	17	10	12	7	8	13	7
Occupational accidents with leave [major]	-	-	-	1	-	3	-	-	-	-
Fatal accidents at the workplace	-	-	-	1	1	-	-	-	-	-
Accidents caused by electricity	1	-	1	1	1	-	-	-	-	1
Days lost	195	352	275	6,268	6,139	770	332	393	348	255
Frequency rate	4.85	4.21	4.69	7.09	3.96	5.34	2.49	2.82	4.52	2.43
Severity rate with scale	0.20	0.15	0.11	2.34	2.21	0.27	0.12	0.14	0.12	0.09
Severity rate without scale	0.20	0.15	0.11	0.10	0.05	0.27	0.12	0.14	0.12	0.09
Incidence rate	8.39	7.25	8.05	11.99	6.60	9.07	4.23	4.77	7.63	4.11

Development of the most significant data concerning contractors

[no | rate]

	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Occupational accidents with leave [minor]	104	124	100	117	91	102	105	84	51	46
Occupational accidents with leave [major]	6	2	15	11	9	7	4	4	11	-
Fatal accidents	1	-	-	1	1	-	-	-	2	-
Accidents caused by electricity	6	1	2	-	-	-	-	-	4	-
Days lost	9,256	7,705	8,066	9,282	9,106	3,963	5,368	3,437	15,347	1,402
Frequency rate	25.21	25.61	21.25	22.01	17.62	18.22	17.99	15.61	12.84	10.22
Severity rate with scale	2.10	1.44	1.60	1.58	1.59	0.66	0.89	0.61	3.08	0.31
Severity rate without scale	0.74	1.44	1.60	0.56	0.54	0.66	0.89	0.61	0.67	0.31
Incidence rate	32.13	40.14	36.12	37.42	29.95	30.97	30.90	26.37	21.69	17.26





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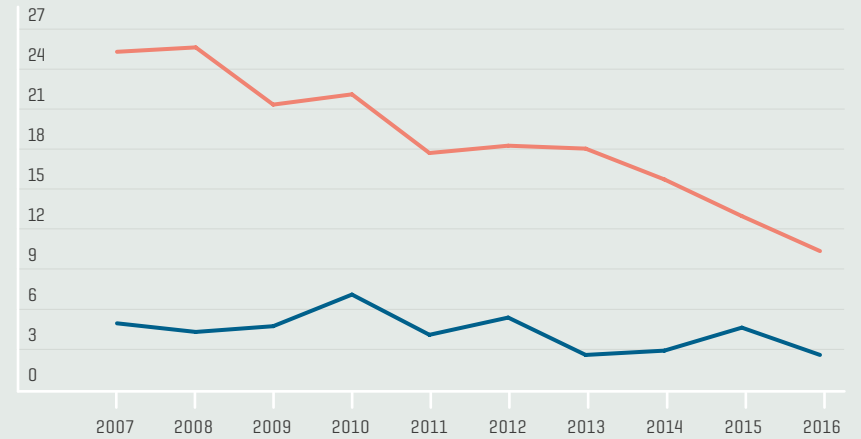


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Frequency rate

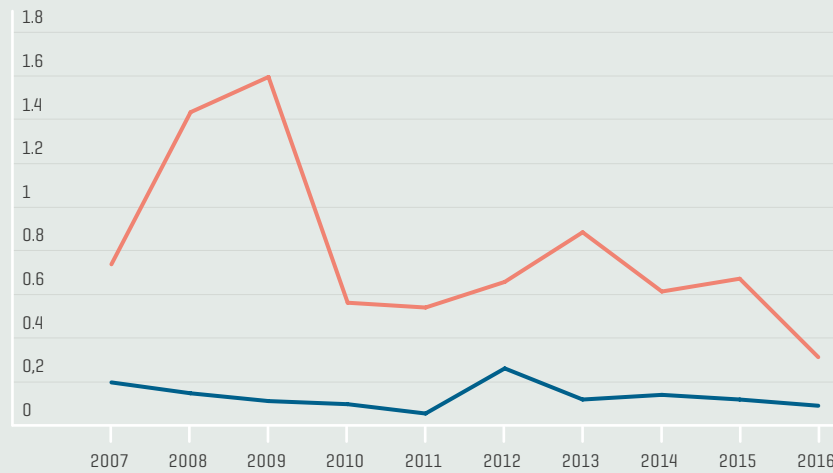
[rate]



Contractors frequency rate REE frequency rates

Severity rates

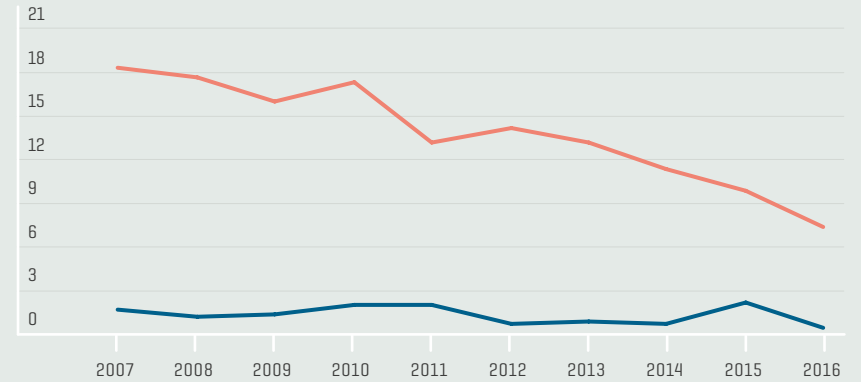
[rate]



Contractors severity rate without scale REE severity rate without scale

Global rates (REE + Contractors)

[rate]



Frequency rate Frequency rate with scale



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Comparison of accident rates

Comparison of frequency rate

[no.]

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

[1] Source: Unesa Report.

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

Comparison of severity rate (no scale)

[no.]

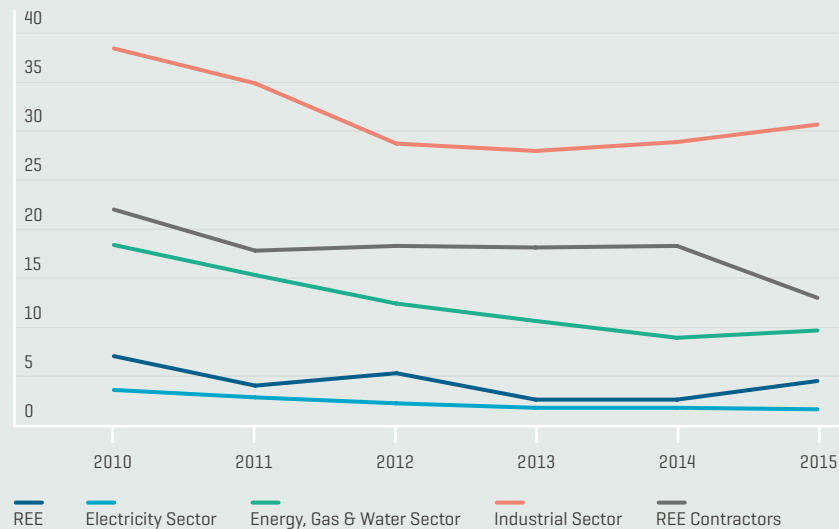
	2010	2011	2012	2013	2014	2015
Red Eléctrica	0.10	0.05	0.27	0.12	0.14	0.12
Electricity Sector [1]	0.17	0.14	0.11	0.09	0.10	0.08
Energy, Gas and Water [2]	0.55	0.49	0.41	0.39	0.31	0.34
Industrial Sector [2]	0.99	0.93	0.78	0.81	0.83	0.91
REE Contractors	0.56	0.54	0.66	0.89	0.61	0.67

[1] Source: Unesa Report.

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

Frequency rate by business sector

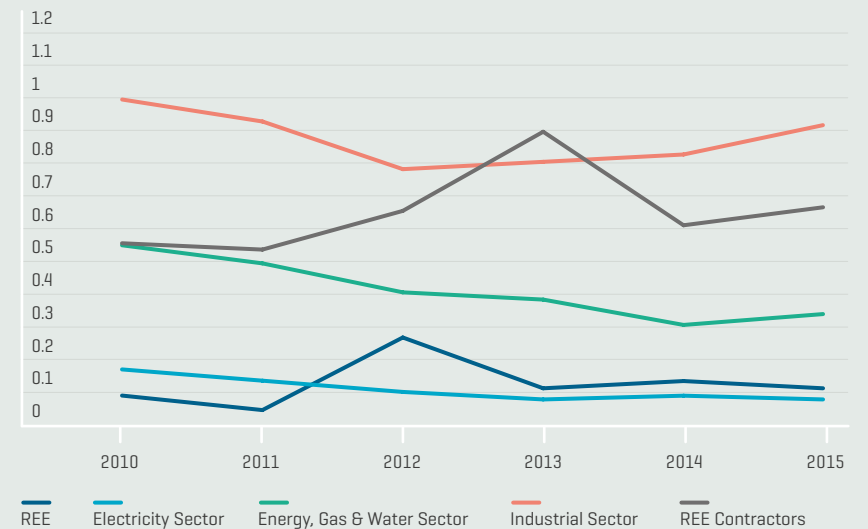
[rate]



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

Severity rate by business sector

[rate]



The Severity rate is the number of days lost due to workplace accidents with worker leave per thousand hours worked.



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The severity of the accidents happened has clearly improved which is reflected in the **decrease of the severity rates** of both Red Eléctrica (25%) and its contractors (90%).

Comparison of incidence rate

[accidents per one hundred thousand workers]

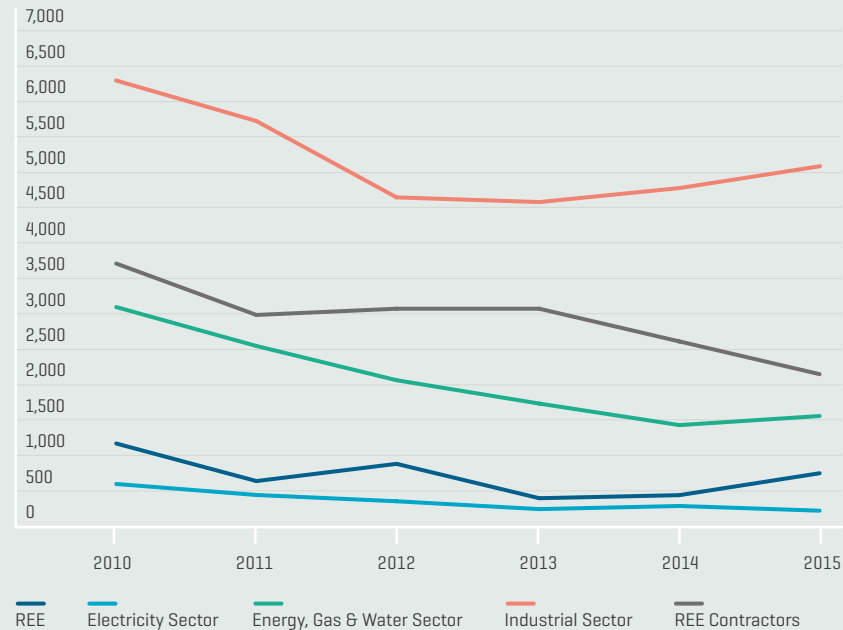
	2010	2011	2012	2013	2014	2015
Red Eléctrica	1,199	660	907	423	477	763
Electricity Sector (1)	610	472	376	282	312	249
Energy, Gas and Water (2)	3,118	2,568	2,086	1,764	1,454	1,588
Industrial Sector (2)	6,302	5,725	4,652	4,590	4,781	5,087
REE Contractors	3,713	2,995	3,097	3,090	2,637	2,169

[1] Source: Unesa Report.

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

Incidence rate by business sector

[rate]



The Incidency rate is the number of accidents during working hours for every hundred thousand workers exposed.





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RISK MAP

Breakdown of occupational accidents resulting in leave by business activity

2016 Industrial activities

[no.]

(*) Activity	REE	Contractors
01 Work excavating foundations for overhead lines	-	2
02 Work assembling and hoisting overhead lines supports	-	4
03 Work on conductors and transmission cables [laying and others]	-	6
04 Work on transmission cables [replacement and others]	-	1
08 Work on underground lines [assembly of elements]	-	1
11 Earthworks at substations	-	1
12 Civil engineering work at substations	-	4
13 Electro-mechanical assembly work at substations	-	1
16 Specific refurbishment of assembly equipment at substations and other centres	-	7
25 Painting / silicon coating work on overhead lines	-	1
26 Painting / sealing on underground lines / substations	-	1
27 Pruning, cutting and clearing work	-	8
31 General line maintenance [only REE]	3	-
32 General substation maintenance [only REE]	4	-
33 General line maintenance [only support teams]	-	2
35 General substation maintenance [only support teams]	-	1
38 Maintenance of transformers, reactance and regulators	-	1
42 Refurbishment work at buildings	-	4
47 Maintenance of security systems	-	1
Total	7	46

[*] PRER Activity Code.

Breakdown of occupational accidents resulting in leave

[no.]

PRER Activity Code

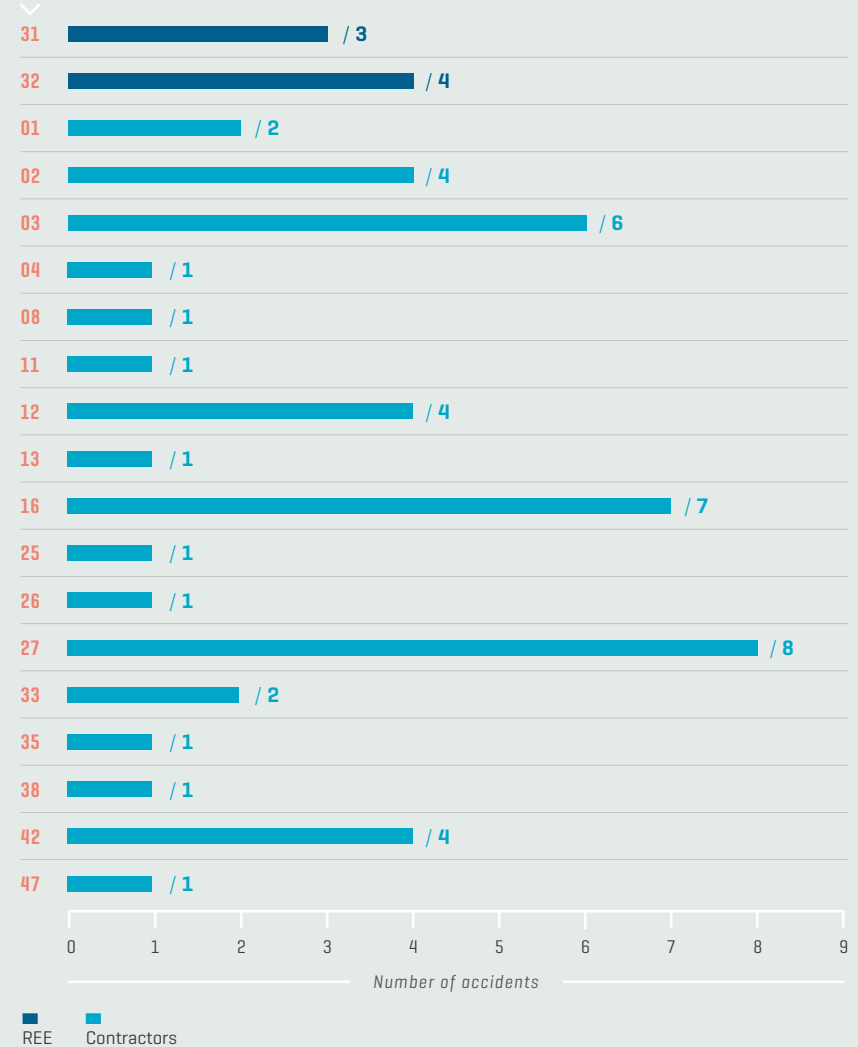


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Contractors: breakdown of occupational accidents with leave by activity, management department and severity



Contractors Accidents resulting in leave. 2016

[no.]

[*] Activity	Construction			Maintenance			HR	
	Fatal	Major	Minor	Fatal	Major	Minor	Major	Minor
01 Work excavating foundations for overhead lines	-	-	2	-	-	-	-	-
02 Work assembling and hoisting overhead lines supports	-	1	-	-	-	3	-	-
03 Work on conductors and transmission cables (laying and others)	-	-	1	-	-	5	-	-
04 Work on transmission cables (replacement and others)	-	-	-	-	-	1	-	-
08 Work on underground lines (assembly of elements)	-	-	-	-	-	1	-	-
11 Earthworks at substations	-	1	-	-	-	-	-	-
12 Civil engineering work at substations	-	-	4	-	-	-	-	-
13 Electro-mechanical assembly work at substations	-	-	1	-	-	-	-	-
16 Specific refurbishment of assembly equipment at substations and other centres	-	-	-	-	3	4	-	-
25 Painting / silicon coating work on overhead lines	-	-	-	-	-	1	-	-
26 Painting / sealing on underground lines / substations	-	-	-	-	-	1	-	-
27 Pruning, cutting and clearing work	-	-	1	-	-	7	-	-
33 General line maintenance (only support teams)	-	-	-	-	-	2	-	-
35 General substation maintenance (only support teams)	-	-	-	-	-	1	-	-
38 Maintenance of transformers, reactance and regulators	-	-	-	-	1	-	-	-
42 Refurbishment work at buildings	-	-	-	-	-	-	-	4
47 Maintenance of security systems	-	-	-	-	-	-	-	1
Total	-	2	9	-	4	26	-	5

[*] PRER Activity Code.



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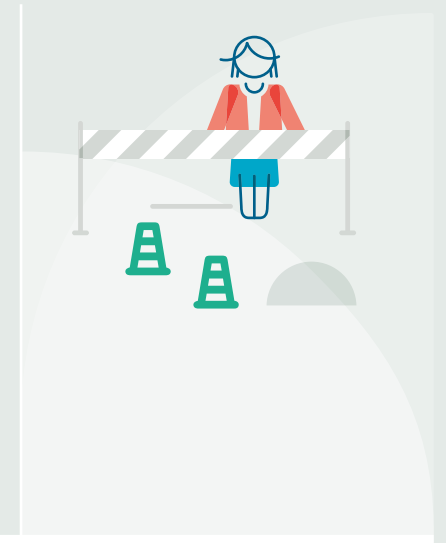
Red Eléctrica.
Data concerning occupational accidents with leave by activities

Red Eléctrica
Accidents resulting in leave. 2016

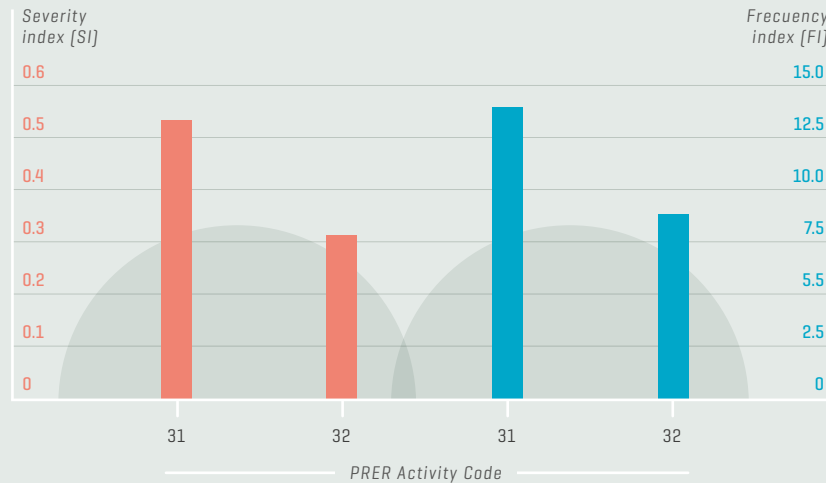
[rate | no.]

[*] REE Activities	Frequency rate	Severity rate	Days lost	Hours worked
31 General line maintenance [only REE]	13.89	0.53	115	215,984
32 General substation maintenance [only REE]	8.81	0.31	140	453,959
Total REE	2.43	0.09	255	2,879,760

[*] PRER Activity Code.

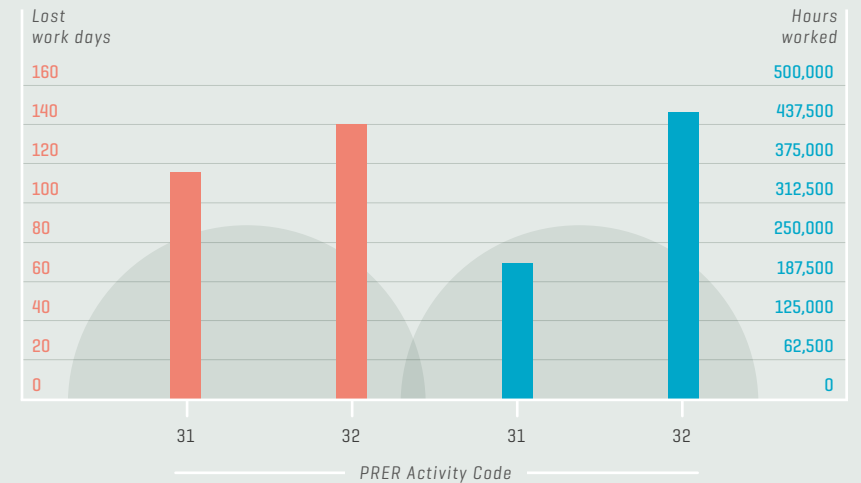


Severity index [SI] and frequency index [FI]



■ Severity index [SI] ■ Frequency index [FI]

Hours worked and lost work days



■ Lost work days ■ Hours worked

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Contractors. Data concerning occupational accidents with leave by activitie

Contractors Accidents resulting in leave. 2016

[rate | no.]

(*) Contractor activities	Frequency rate	Severity rate	Days lost	Hours worked
01 Work excavating foundations for overhead lines	12.22	0.49	80	163,712
02 Work assembling and hoisting overhead lines supports	10.48	0.24	90	381,621
03 Work on conductors and transmission cables [laying and others]	11.27	0.24	126	532,577
04 Work on transmission cables [replacement and others]	11.22	0.54	48	89,116
08 Work on underground lines [assembly of elements]	28.57	1.19	7	35,002
11 Earthworks at substations	11.10	1.19	107	90,112
12 Civil engineering work at substations	24.39	0.32	53	164,010
13 Electro-mechanical assembly work at substations	8.66	0.22	25	115,511
16 Specific refurbishment of assembly equipment at substations and other centres	20.14	0.87	302	347,551
25 Painting / silicon coating work on overhead lines	9.44	0.05	5	105,894
26 Painting / sealing on underground lines / substations	40.38	0.85	21	24,767
27 Pruning, cutting and clearing work	21.44	0.59	219	373,216
33 General line maintenance [only support brigades]	12.02	0.17	29	166,401
35 General substation maintenance [only support teams]	4.61	0.07	15	216,948
38 Maintenance of transformers, reactance and regulators	46.64	9.52	204	21,439
42 Refurbishment work at buildings	70.35	0.74	42	56,856
47 Maintenance of security systems	29.43	0.15	5	33,980
Total contractors	10.22	0.31	1,378	4,501,934

[*] Código Actividad PRER.



The frequency rate of accidents resulting in leave concerning activities carried out by contractors has been 10.22 in 2016, with a severity rate of 0.31, clearly below the rate of 3.08 undergone in 2015.



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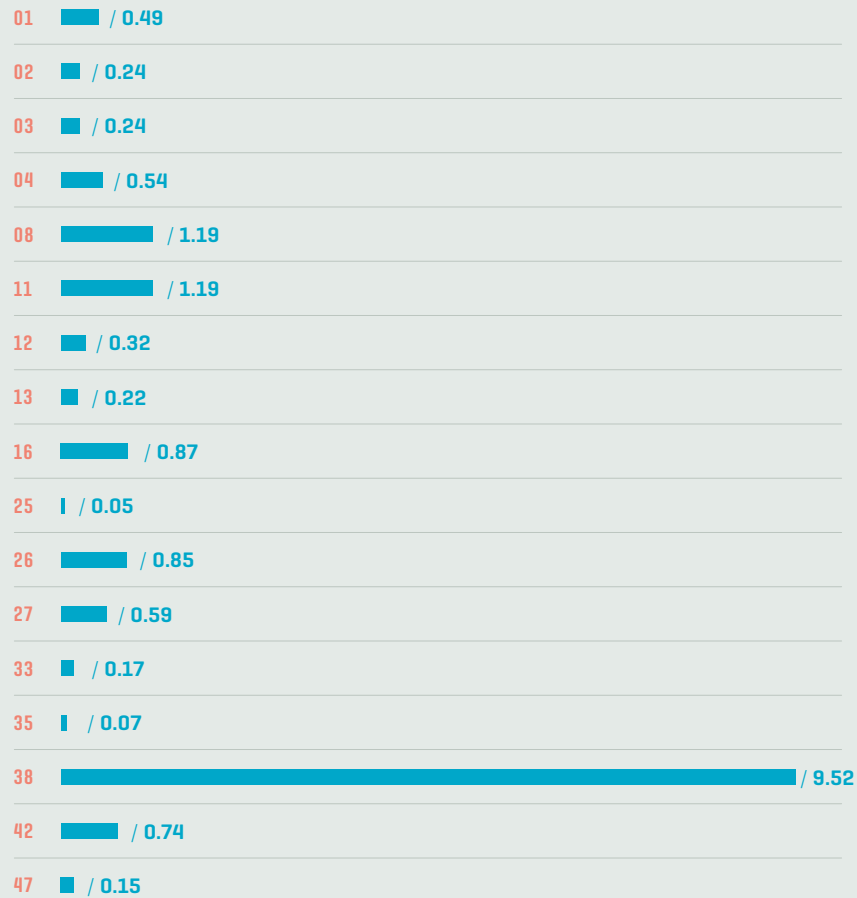


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Contractors severity index (SI)

[rate]

PRER Activity Code (please check the activity corresponding to each code in page 40)



Contractors frequency index (FI)

[rate]

PRER Activity Code (please check the activity corresponding to each code in page 40)





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Breakdown of occupational accidents with leave per type of accident and severity of Red Eléctrica and contractors



Breakdown of occupational accidents with leave per type of accident and severity

	Minor	Major	Fatal
Associated with physiological conditions	1	-	-
Injury due to mishandling	5	-	-
Injury due to failure to stop or slow down	1	-	-
Falling objects or sections breaking away	1	-	-
People falling from one level to another	2	1	-
People falling on the same level	4	-	-
Shocks or collisions with moving objects	5	-	-
Shocks or collisions with immobile objects	2	-	-
Electrical energy. Electric arcs	-	1	-
Explosions	-	3	-
Blows or cuts from tools or objects	12	2	-
Strain or improper handling	9	-	-
Others	4	-	-
Total accidents	46	7	-

Breakdown of occupational accidents with leave per type of accident and severity

[no.]

Associated with physiological conditions / 1 / - / -

Injury due to mishandling / 5 / - / -

Injury due to failure to stop or slow down / 1 / - / -

Falling objects or sections breaking away / 1 / - / -

People falling from one level to another / 2 / 1 / -

People falling on the same level / 4 / - / -

Shocks or collisions with moving objects / 5 / - / -

Shocks or collisions with immobile objects / 2 / - / -

Electrical energy. Electric arcs / - / 1 / -

Explosions / - / 3 / -

Blows or cuts from tools or objects / 12 / 2 / -

Strain or improper handling / 9 / - / -

Others / 4 / - / -

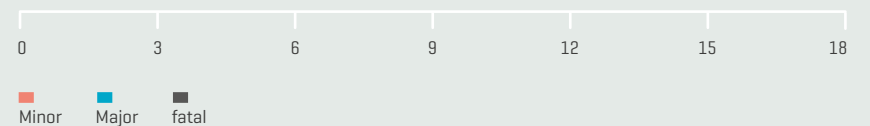




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Of the 53 accidents happened throughout 2016 concerning activities performed by Red Eléctrica and its Contractors, 92% have been minor accidents and the rest major accidents, none of them fatal.

Type of accident. 2016

[no.]

	Contractors			Red Eléctrica		
	Minor	Major	Fatal	Minor	Major	Fatal
Associated with physiological conditions	1	-	-	-	-	-
Injury due to mishandling	5	-	-	-	-	-
Injury due to failure to stop or slow down	1	-	-	-	-	-
Falling objects or sections breaking away	1	-	-	-	-	-
People falling from one level to another	2	1	-	-	-	-
People falling on the same level	1	-	-	3	-	-
Shocks or collisions with moving objects	4	-	-	1	-	-
Shocks or collisions with immobile objects	2	-	-	-	-	-
Electrical energy. Electric arcs	-	-	-	-	1	-
Explosions	-	3	-	-	-	-
Blows or cuts from tools or objects	12	2	-	-	-	-
Strain or improper handling	7	-	-	2	-	-
Others	4	-	-	-	-	-
Total accidents	40	6	-	6	1	-





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Occupational accidents with leave by duration of the leave

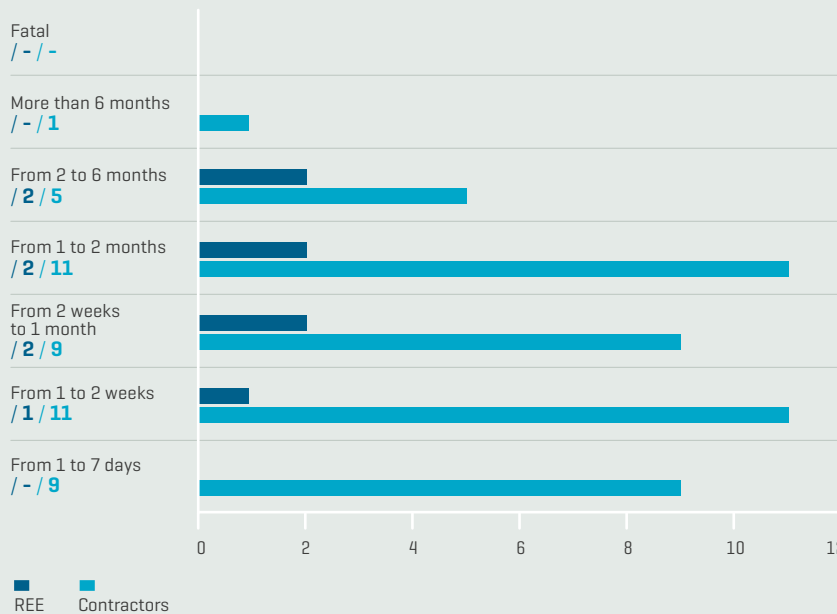
Accidents by duration of the leave

[no.]

	Red Eléctrica	Contractors
Fatal	-	-
More than 6 months	-	1
From 2 to 6 months	2	5
From 1 to 2 months	2	11
From 2 weeks to 1 month	2	9
From 1 to 2 weeks	1	11
From 1 to 7 days	-	9
Overall total	7	46

Accidents by duration of the leave

[no.]



Accidents by duration of the leave

[no.]

	Contractors Construction	Contractors Maintenance	Contractors HR
Fatal	-	-	-
More than 6 months	-	1	-
From 2 to 6 months	3	4	-
From 1 to 2 months	1	12	-
From 2 weeks to 1 month	2	8	1
From 1 to 2 weeks	2	8	2
From 1 to 7 days	3	4	2
Overall total	11	37	5

Accidents by duration of the leave

[no.]

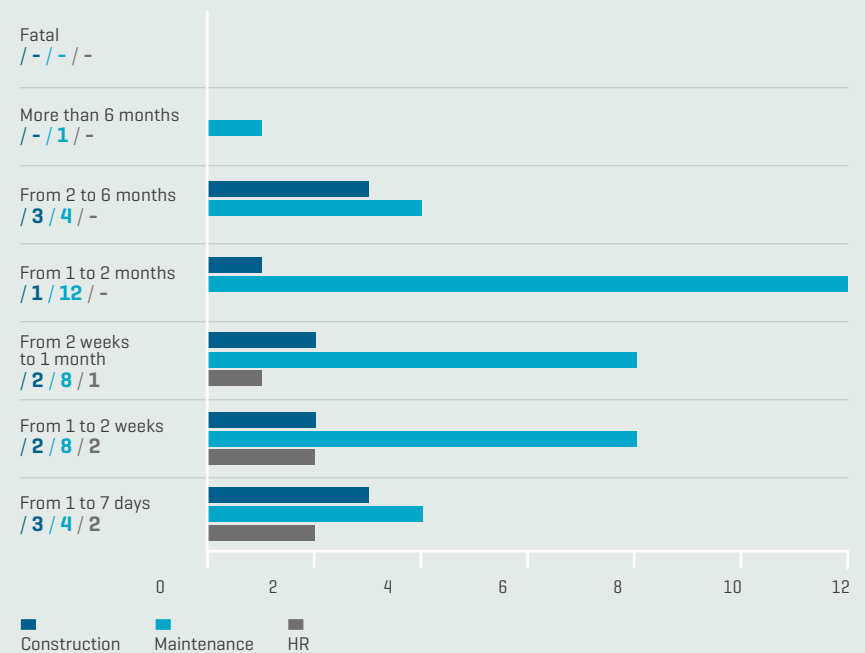


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Health resources



The promotion of healthy lifestyle habits, the early diagnosis of illnesses and the medical treatment at the workplace provide improvements to the physical and mental health status of all the employees while contributing to their well-being. This is achieved by the people and tools that constitute the health resources.



As mentioned at the beginning of this report, Red Eléctrica de España has incorporated the 4 preventive disciplines as part of its own Prevention Service. It has its own basic health unit comprising

an Occupational Doctor and an Occupational Nurse, performing the duties proper to the specialty of occupational medical care, among others, health monitoring, and it also allows the personnel



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In 2016 the **healthy company management model** has become stronger with important improvements in health promotion, providing resources that incorporate healthy habits as a source of health and of collective and individual wellbeing.



employed by Red Eléctrica to be provided with other health-related resources, such as consultations and continuing treatment in relation to chronic disorders.

One of the company's characteristic features is the wide geographical spread of its working premises, which makes it difficult for the company itself to oversee the individual health of all its workers using its own health service. Therefore, individual healthcare at all the company's sites except its head office is covered by an agreement signed with the Prevention Company, Fremap. [Royal Decree 39/97 art. 15.3].

This formal arrangement is reflected in the internal regulations related to the management of Health Monitoring [AM038].

However, as current legislation requires, collective health monitoring is wholly the responsibility of the health section of the company's own Prevention Service.

Following the first diagnosis completed in 2014 and the start-up, in 2015, of the Healthy Workplace action plan, 2016 has been distinguished by the consolidation of the management model including significant progress in all areas of health promotion. From the specific actions included in the Assessment of Psychosocial Risks, up to those related to a healthy diet, the purpose is facilitating resources

to enable the inclusion of healthy habits as a source of health and well-being, both at a collective and at an individual level.

MONITORING INDIVIDUAL HEALTH

With regard to preceding years, the health monitoring protocols already defined have not suffered any amendments, neither in their contents nor in their 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.

This idea of global health monitoring, which has always been applied by the Company, is fully incorporated as part of the Healthy Workplace plan, whose targets and areas of action were defined back in 2014.



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The following table lists the check-ups made during 2016, broken down by geographical area, type of check-up and protocol applied:

1,096 medical check-ups were made during 2016, with the application of the corresponding protocol, based on the risks inherent to each individual job.

The number of check-ups made varies depending on the year, mainly due to the check-ups

classified as voluntary, since 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 health department. In this regard, there is a direct and active line of communication which is supported by constant feedback.

Type of medical check-ups 2016

[no.]

Workplace	Initial	Repeat	Shifts	Screens	Working at height and with voltage	Drivers	Total
D.O. Balearic Islands	-	-	11	-	-	-	11
D.O. Canary Islands	-	-	11	-	-	-	11
D.R. Balearic Islands	-	-	-	1	-	-	1
D.R. East	-	-	-	-	1	-	1
D.R. Northeast	-	-	-	2	-	-	2
D.R. Northwest	-	-	-	2	-	-	2
D.R. North	-	-	-	2	-	-	2
D.R. South	-	-	-	2	-	-	2
D.T. Balearic Islands	1	-	-	18	18	26	63
D.T. Canary Islands	-	-	-	35	20	22	77
D.T. Centre	-	-	-	7	14	41	62
D.T. East	-	-	-	5	25	37	67
D.T. Northeast	-	-	-	14	27	48	89
D.T. Northwest	9	1	-	14	18	60	102
D.T. North	1	1	-	14	14	68	98
D.T. South	-	-	-	14	25	55	94
Moraleja	25	-	14	322	4	-	365
Tres Cantos	-	1	34	8	-	-	43
REE Total	36	3	70	460	166	357	1,092

Evolution of medical check-ups

[no.]

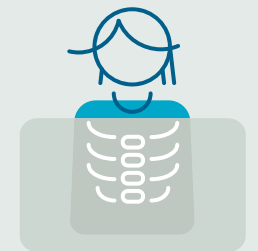
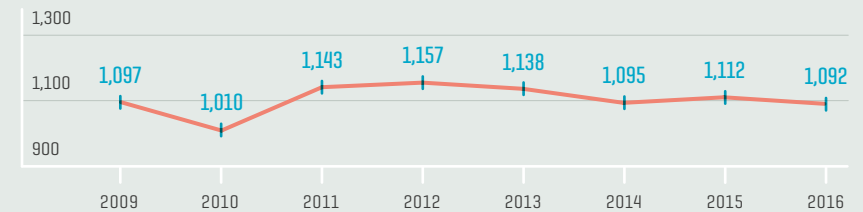




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In 2016, 1,092 medical check-ups have been conducted, applying the relevant **protocols according to the risks inherent** to each work position, besides the 36 initial medical check-ups for new recruits.

36 initial check-ups were also carried out on those workers who joined the staff during the year. That year, only three repeat check-ups were carried out in order to assess the suitability for certain risky jobs after a prolonged absence due to temporary incapacity.

As in previous years, the protocols applied for each job position showed the same trends, indicating the predominance of office positions. Although there is still a low participation of shift workers, their participation appears to be higher.

As for skills, we should highlight once again that everyone has been classified as SUITABLE for their professional position, with the exception of 6 people

who were classified as SUITABLE WITH RESTRICTIONS, with the relevant preventive measures put in place.

MONITORING COLLECTIVE HEALTH

The study of the main health problems experienced by the workforce has been systematised, and the data gathered from regular health check-ups, such as absenteeism rates and the main reason for medical consultations, are collated annually.

Monitoring protocols applied [percentage]

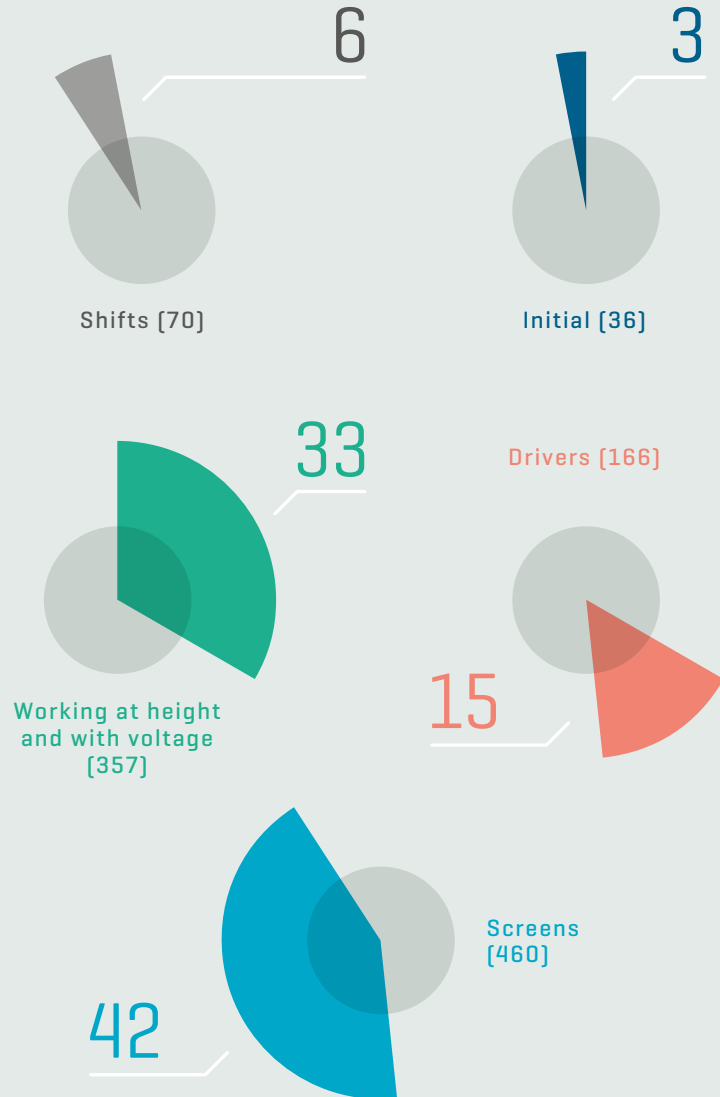




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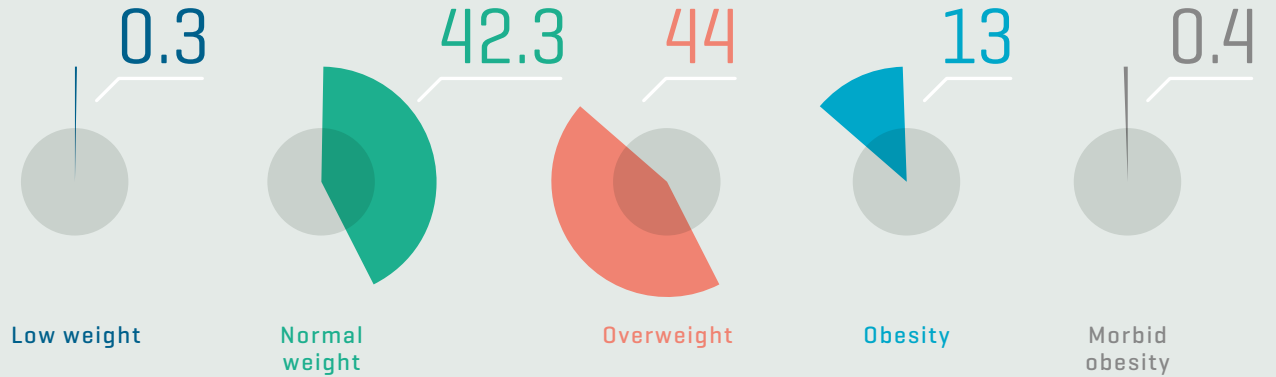
Like preceding years, an analysis has been made of the way in which cardiovascular problems affect the workforce at Red Eléctrica, with the following results:

- > 57% of the workforce are over normal weight.
- > 32% of the workforce have a high blood pressure.
- > 46% of the workforce have high cholesterol.
- > 12% of the workforce have blood sugar level above the normal level.

During the last three years, the company has focused particularly on creating awareness regarding the importance of cardiovascular risk in terms of personal health. However, despite the workshops held, it is clear that more effort is required. It is also important to realise that the results of campaigns are not immediate and that the company must look to the long term and continue to offer constant and permanent awareness programmes over a period of time.

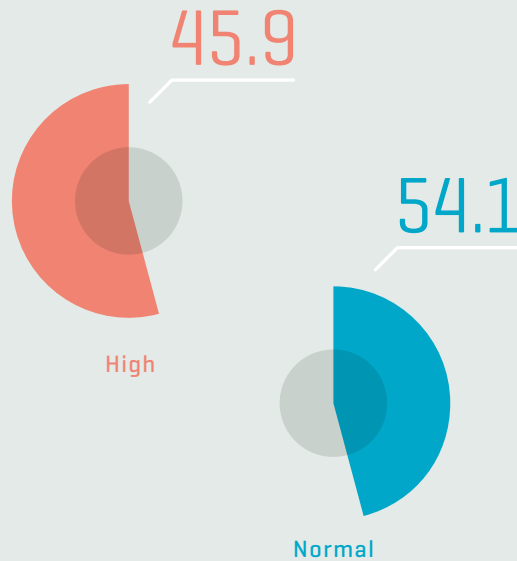
Body Mass Index (BMI)

[percentage]



Cholesterol

[percentage]



Glycaemia

[percentage]

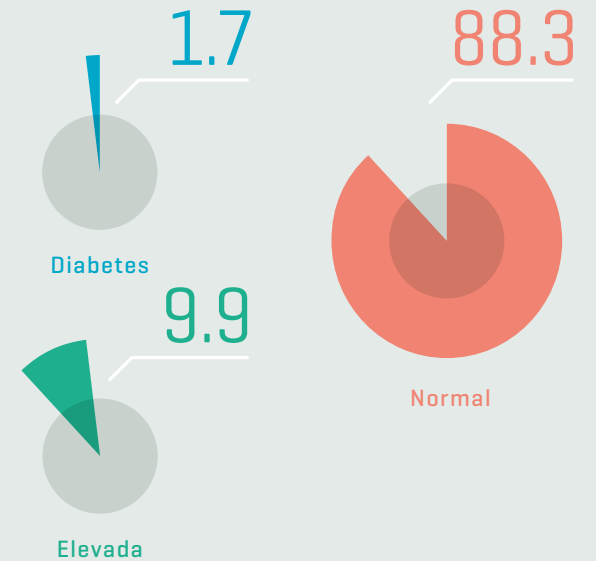


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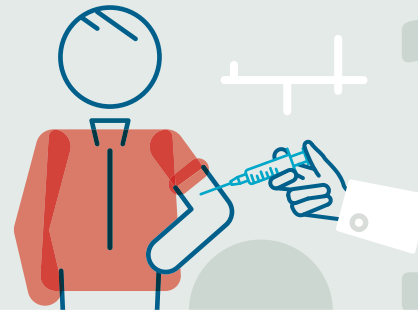
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Flu vaccination campaign

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 premises, while personnel outside Madrid can arrange vaccinations through the Fremap Prevention Service. In 2016, a total of 205 people were vaccinated, that is, 13% of the workforce.

Plan for the prevention of cardiovascular risk

As a response to the general health details studied, health campaigns have been set in motion to increase physical activity, reduce sedentarism and improve eating habits. It is important to note that these actions are not only intended to improve the incidence of potential cardiovascular illnesses and their risk factors. Additionally, they have a significant impact on the prevention of other chronic pathologies including cancer or certain psychological processes



WERE VACCINATED IN 2016

OF THE
EMPLOYEES

Within
the flu
vaccination
campaign

and are a guarantee of an improvement in the quality of life. Details on these campaigns are provided in the sections hereunder.

In addition, with the aim of reducing and monitoring another cardiovascular health risks, the company continues to offer therapeutic support to anyone wishing to give up smoking. During 2016, 6 people continued treatment to help them give up smoking, with support from a pulmonologist specialising in tobacco addiction.

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 as part of the annual planning of health and safety activities a number of years ago.

Messages are published every month 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.

183 people took part in the programme for the early detection and prevention of cancer of the colon. 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 cancer of the colon. It involves a test designed to detect blood in faeces, which is followed up with a colonoscopy

when the test proves positive. 23 cases proved positive in 2016, the majority involving polyps that were removed, thus preventing potential complications from developing, in some cases, after a number of years.

The prostate cancer prevention programme for males aged over 50 has been very well accepted, given that the increase of the average age of personnel means that a larger collective is being reached every year.

Prevention of musculoskeletal disorders

Like 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 cut



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Two awareness campaigns and several communications initiatives have been conducted through the miRED corporate platform with a view to keeping the staff informed on the benefits of a daily physical activity.

across all job positions, being the main reason for absence due to common illness (see the section on absenteeism).

The campaign for the prevention of musculoskeletal disorders started in February 2014, continued in 2015 and in 2016, there was a workshop in Rocamora, focusing mainly on musculoskeletal pathologies.

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 taking physical exercise in order to achieve improvements in their wellbeing and life standard and therefore supplying the tools to start or maintain these habits.

In order to inform and raise awareness among the staff regarding the benefits and the

importance of physical activities and sports in day-to-day activities, 2 classroom-based awareness workshops were carried out and a series of communication activities have been conducted through the miRED corporate platform.

Aids for sports practice: 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.

2015 has been a true turning point where, in addition to the development of new actions, there has been continuity in the management of economic aid for sports practice. Therefore, since 2014, the following progress has been witnessed in this arena:

Evolution sports groups

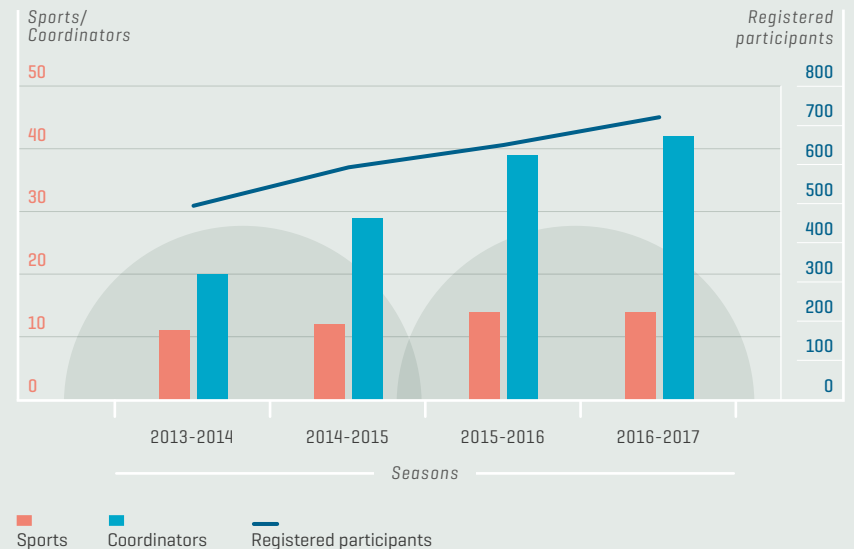


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There is an increase in the number of sports, number of participants and number of sports groups, successfully reaching all the geographical areas of Red Eléctrica.

Sports days and other intercompany events

In July, the Second Sports Days of Red Eléctrica took place for all personnel, with 166 participants. Additionally, in that month the company took part in the Football 7 Tournament among European TSOs.

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

To collaborate with breast cancer research, Red Eléctrica was represented at the Football 7 tournament that took place in December, organised by the GEICAM Foundation. A further social action completed was the collaboration with the Prodis Foundation, taking part in the Intercompany Paddle Tennis Tournament, organised in October.

Research study of lifestyles of the management team

Fully aware of the level of sedentarism of the management team and conscious of the need to work out new motivating initiatives in order to encourage management team members to exercise, in 2015 a pilot study on the lifestyles of this collective was launched, with the participation of 70 people. From the results emerging from this first stage, where the cardiovascular risk of each of them was calculated, in 2016 we worked on a second stage, choosing those subjects with greater cardiovascular risk. The participants were divided into 2 groups, an experimental group, and a control group. Eleven individuals were part of an experimental group,

which completed a physical exercise programme based on a personal and individual training of 12 weeks with pre-training and post-training tests without changing their lifestyles. The results of this work can be found in a specific report presented to all participants and to all the people interested in knowing the results.

Healthy diet prevention

In parallel with the physical exercise promotion activities, and using the health monitoring studies, showing a strong incidence of cardiovascular risks among the personnel of Red Eléctrica, as of 2013 a series of actions were launched to promote a healthy diet. Between 2014 and 2015, 13 theory and practice Workshops were carried out relating to the awareness on the prevention

of cardiovascular risks in the entire country. And as of 2016 and for 2017 and successive years, 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 ones [personalised nutritional advice].

Collective actions:

Among the collective actions completed in 2016, we can highlight two classroom-based workshops related to Label Reading and Antioxidant Foods, with an attendance of some 30 people per workshop, as well as all of the people wishing to attend via video conference as they were far from their workplace.





A further highlight is a cooking workshop where basic notions on healthy diet were taught, and other topics including the food pyramid and how to shop. And at the end of the workshop, the participants enjoyed the dishes cooked.

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

Individual actions: bespoke nutrition consultations

Some 410 bespoke consultations took place, at the 4 workplaces (Head Office, San Sebastián de los Reyes, Sevilla and La Eliana) focusing on the prior study of anthropometric data (BMI, TH, lean mass, fat mass...) and analytical values (lipid profile, glucose...) and an interview survey to identify food

habits, likes and dislikes. Based on the factors identified, an action plan with tailor-made diet advice was designed. The results of the various nutrition consultations and their follow-up can be viewed in the specific results report completed at the end.

Ageing management model

A study was carried out in 2015 to assess the impact of ageing on the company, which included an analysis of the demographic

distribution of the workforce and which also, from a health and safety perspective, examined the job positions in which ageing could represent a greater risk to employees' health.

This analysis and diagnosis led to the design of an ageing management model and an accompanying plan of action which was approved in November 2015.

As part of the actions to be completed within the Ageing management model, in 2015 cooperation was requested to find out the way employees of Red Eléctrica viewed their performance at work in connection with the psychophysical demands of the position, individual health and personal resources. This questionnaire permitted

the calculation of the Work Capacity Index (WCI). This index is calculated using a survey comprising seven items. Points range from 7 to 49; the higher, the better. The potential scales of points are: poor, moderate, good and excellent.

The survey was submitted to the employees working at Red Eléctrica with ages ranging from 40 to 65 years of age, in the following roles: inspectors of demarcation measurements, construction work inspectors, operators and operation shift managers, technicians (G2) of protections, specialist line demarcation technicians, specialist substation demarcation technicians and specialist protection demarcation technicians.

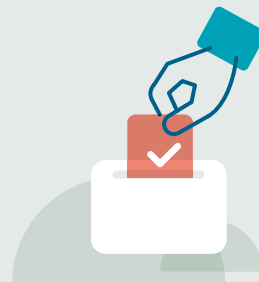


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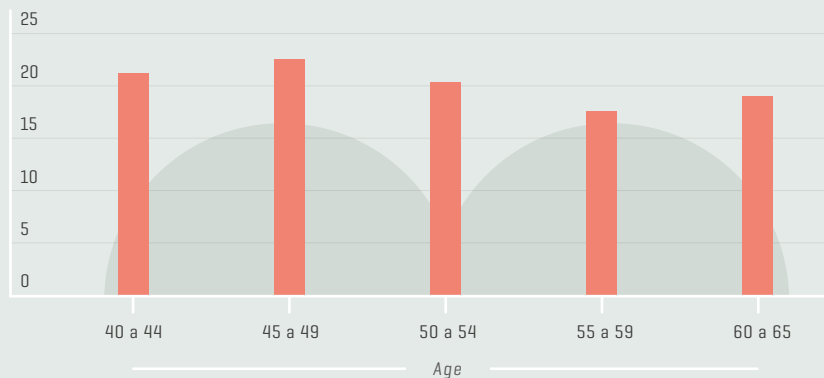
84.8% of staff **took part in the survey about staff's** insight into their performance at work in connection with the psychophysical demands of the position, individual health and personal resources, a survey that was carried out in 2015 within the ageing management model.



218 people of the 257 receiving the survey answered, and therefore

the participation rate reached 84.8%.

Participation by age [percentage]



Participation by work posts [percentage]

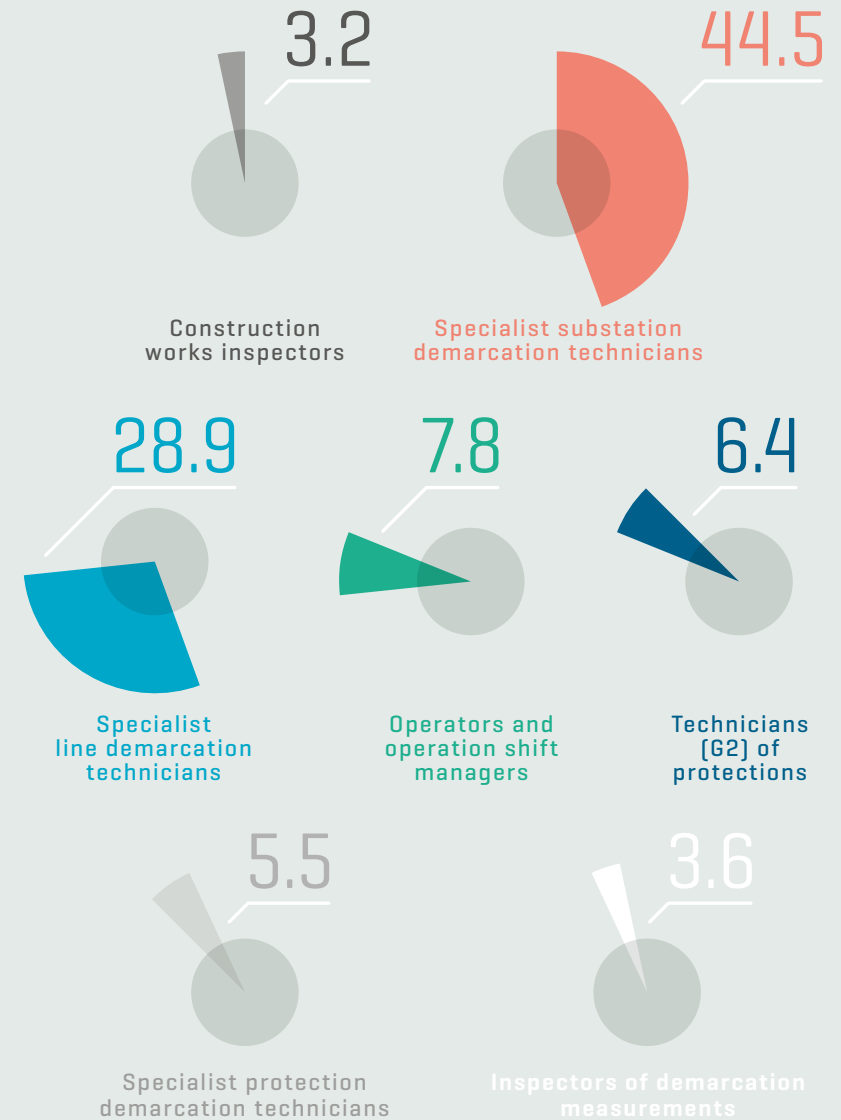




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Results

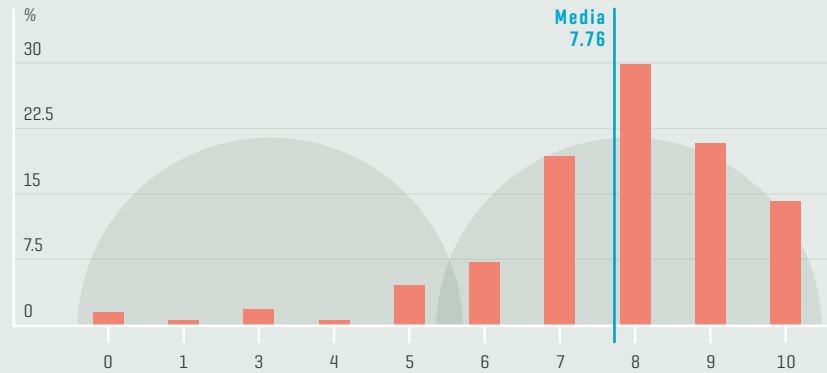
The average subjective capacity that the surveyed workers of Red Eléctrica considered having was 7.76 on average on a scale of 0 to 10. Thus, 64.68% attributed themselves a high working capacity (8-10), while 31.19% believed they had a medium or moderate work capacity (5-7) and 4.13% considered that their work capacity was low (0-4).

64.22% of surveyed workers regarded that their current work capacity in respect of the physical demands of their work was very good or good, while almost 8 out of 10 workers (79.82%), regarded that their work capacity in respect of the mental demands of their work was very good or fairly good.

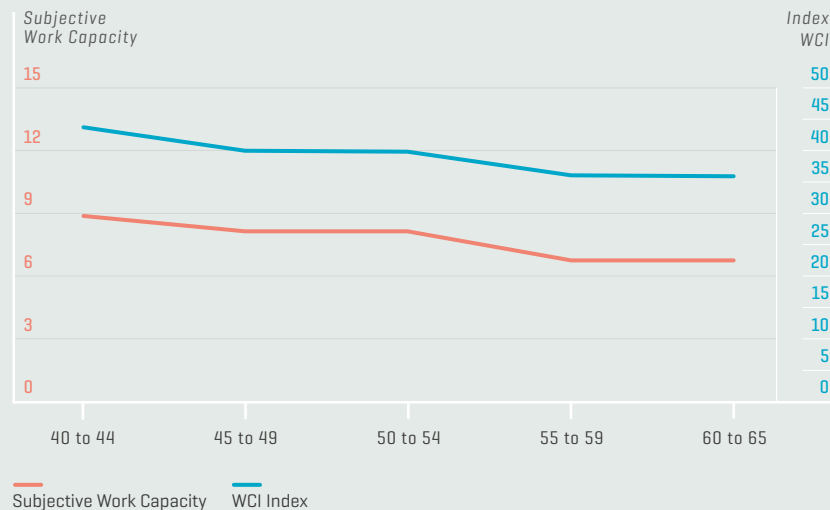
Musculoskeletal disorders were the most frequent pathologies of the survey participants.

The Work Capacity Index (WCI), reveals that 5.96% of the survey participants correlate to a 'poor' profile of the WCI, while 23.39% are classed within the 'moderate' segment, 40.83% in the 'good' segment and 29.82% in the 'excellent' category.

Personal assesment about work capacity (on a scale from 0 to 10)



Subjective and related to age Work Capacity Index (WCI)



64.68% of the employees evaluated their **work capacity as high** and 8 in 10 believed they had a very good or a fairly good work capacity according to the mental demands of their post.

As a general conclusion, we can state that as the age of the surveyed participants and their experience increases, their subjective work capacity and average WCI computed also diminishes, and the number of ailments increases, with a sharp reduction or turning point after 55 years of age.

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MEDICAL ASSISTANCE

A total of 1,468 consultations were attended to during 2016, 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 extraction and tests to detect blood in faeces.

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

ABSENTEEISM DUE TO COMMON ILLNESS

General information

This chapter covers absence by Red Eléctrica personnel as the result of common and occupational illness. This takes account of both absences that have led to a request for temporary leave, managed through the company's



1,468 CONSULTATIONS

Including appointments with doctors and nurses, emergency appointments, vaccinations, telephone consultations or consultations due to temporary incapacity

ITCC manager (in our case, Fremap), and absences of three days or less caused by common illness.

Temporary incapacity due to common illness

Red Eléctrica's Medical Service monitors absenteeism caused by temporary incapacity due to common illness in accordance with its internal procedure IM007 ['Processing and following up common illness'; a technical guideline which was revised in June 2011 and which sets out the action to be taken (under the terms of Article 37 of the Spanish Health and Safety Act) 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 were to perform his/her professional duties.

Average workforces	1,704
Theoretical days worked	623,664
Common sick leaves	306
Calendar days of temporary incapacity [TI]	11,096
Rate of absenteeism for temporary incapacity [TI]	1.78%
Days of absence due to illness ≤ 3 days	1,274
Rate of absenteeism due to illness ≤ 3 days	0.21%
Rate of absenteeism due to common illness [TI + ≤ 3 days]	1.98
Days of absence due to PI and WA	384
Rate of absenteeism due to PI and WA	0.06%
Rate of health and safety absenteeism	2.05

It has succeeded in ascertaining the pathological causes behind 100% of all leaves of absence.

Analysis and development of absenteeism due to common illness

We currently use the following data to calculate the absenteeism rate: Total number of days of temporary incapacity or 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.

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



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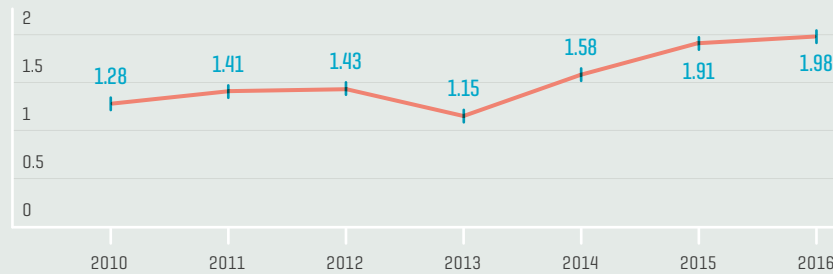
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Comparison of the level of absenteeism due to TI for the past six years following this criterion:

Development of the rate of absenteeism due to common reasons

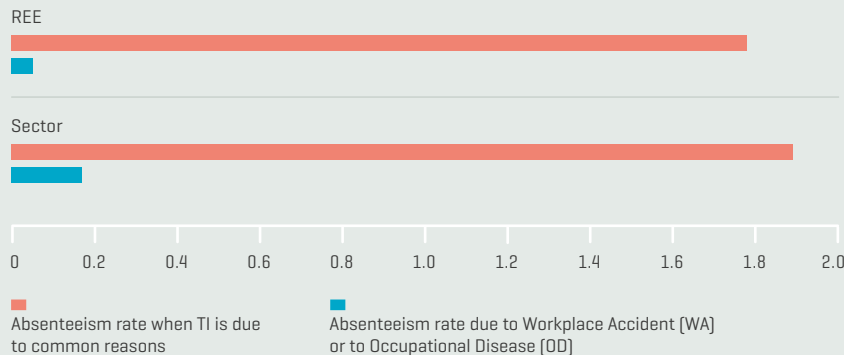
The trend of the past two years is growing. In 2014, this rate had

Evolution of absenteeism rate due to common reasons



Comparison of the absenteeism rate with sector-wide rate in 2016

[percentage]



already risen notoriously due to the duration of processes in respect of the type of pathologies causing them, and in 2015 and 2016 a similar pattern was followed.

Comparison of the absenteeism rate with 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 351 - Electricity Production, Transmission and Distribution] using the data provided by the mutual healthcare association.

The average term of the leave taken, computed as the difference between the days of TI and the number of cases of leave is 34 days, with a highlight being the number of leave days occurring with a length of fewer than 10 days [35.6%] and the leave days occurring with a length of fewer than 30 days [36.6%]. Attached is a graph with the breakdown of leave days according to their duration.

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

Number of leaves according to duration

[no.]

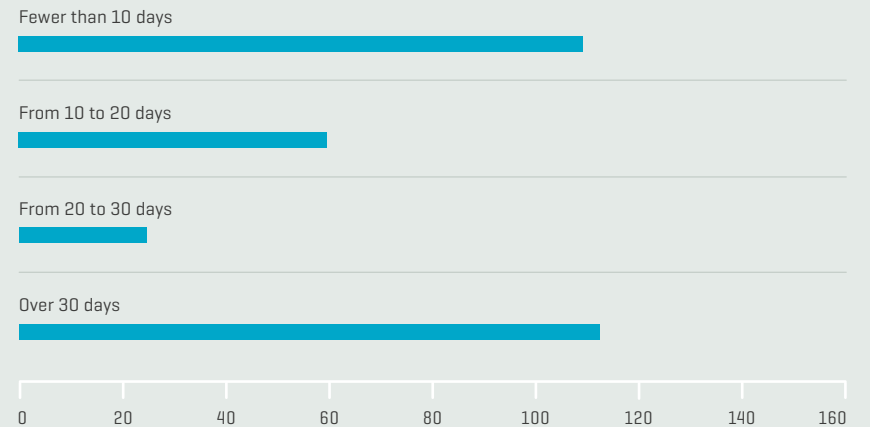


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Breakdown of absenteeism due to common illness

The following table shows comparative data for absenteeism due to common illness at the company's different working premises.

Year 2016

[no.]

Workplace	Workforce	Theoretical days worked	No. of employees off		Days off	Rate	Average duration
		In the year	New	Previous	TI days		
Moraleja	865	316,590	132	13	5,305	1.68%	37
Bilbao	9	3,294	0	0	0	0.00%	0
A Coruña	8	2,928	1	0	36	1.23%	36
Barcelona	25	9,150	3	0	250	2.73%	83
Tres Cantos	71	25,986	8	1	295	1.14%	33
Sevilla	14	5,124	0	0	0	0.00%	0
Valencia	4	1,464	1	0	8	0.55%	8
Canary Islands	48	17,568	10	1	234	1.33%	21
Balearic Islands	34	12,444	3	0	65	0.52%	22
Transport Balearic Islands	55	20,130	8	3	280	1.39%	25
Transport Canary Islands	50	18,300	7	1	560	3.06%	70
Northwest District	106	38,796	23	1	1,115	2.87%	46
Northeast District	69	25,254	17	0	305	1.21%	18
North District	94	34,404	20	3	641	1.86%	28
Centre District	71	25,986	15	0	698	2.69%	47
South District	96	35,136	20	2	505	1.44%	23
East District	66	24,156	9	2	788	3.26%	72
REI	6	2,196	1	0	11	0.50%	11
REINTEL	9	3,294	0	0	0	0.00%	0
REINCAN	4	1,464	0	0	0	0.00%	0
TOTAL	1,704	623,664	278	27	11,096	1.78%	37

Getting to know the diseases prevalent among our employees becomes a basic tool **to make the most of our health resources** and thus design specific programmes for both health prevention and health promotion.

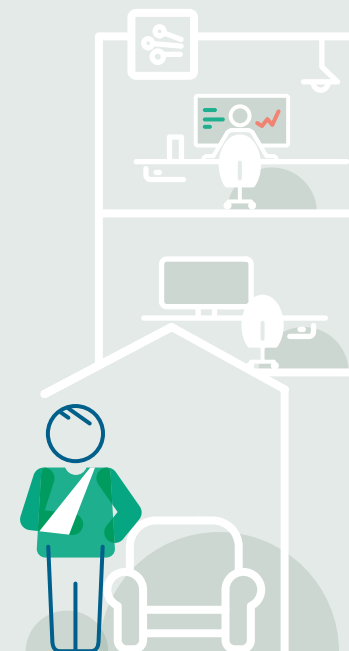




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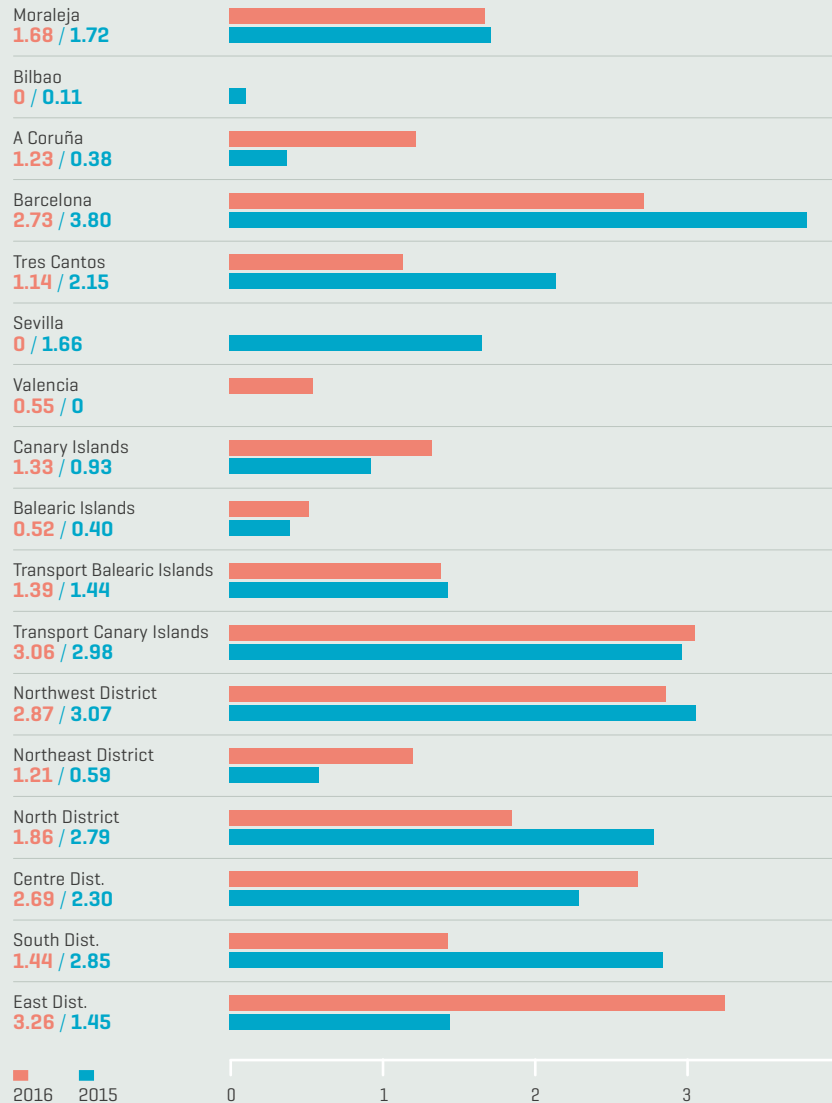
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Absenteeism rate at each work centre

[percentage]



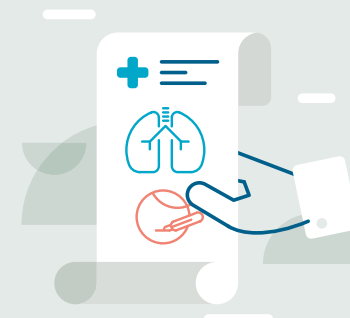
The analysis of the causes of absenteeism due to common illnesses enables us to identify the problems that could give rise to an occupational risk or that could have an impact on the development of each work post tasks.

Causes of temporary incapacity due to common illness

It is essential to have knowledge of the illnesses that are prevalent among our workers 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 common illness is one of the main sources of information available to us. In addition, as required under Act 31/95, it allows 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 worker in question.

The following is an analysis of the pathologies that gave rise to incapacity due to common illness.





11.5%

SICK LEAVE DAYS DUE TO ILLNESSES RELATED TO THE UPPER RESPIRATORY SYSTEM

Generally causing short leave periods

As in previous years, the most frequent reasons for leave being taken was orthopaedic pathology (35.08%), taking into account that this absence is generally longer, with the average amount of leave being 40.49 days. This individual pathology can be broken down as follows:

- > General orthopaedics [25.57%, average duration 41 days].
- > Lumbar spine pathology [7.54%, average duration 43 days].
- > Neck pathology [1.97%, average duration 21 days].

These figures are similar to the ones recorded in previous years. We have continued to work on the prevention of musculoskeletal problems, offering workshops in a number of workplaces. We have also provided Pilates sessions at our Albatros premises. A prevention workshop of musculoskeletal injury was also completed in the Rocamora centre.

Some orthopaedic problems that resulted in time off work were caused by sports injuries. As we said above, one of our priorities in the promotion of a healthy lifestyle is the encouragement of physical exercise, including sports. We must, therefore, focus on the importance of taking precautions and preventive measures before, during and after exercise sessions to prevent injuries. Traffic accidents have also

been one of the causes of injury, and it is, therefore, advisable for the company's prevention service to offer advice on road safety.

The next most common cause in terms of reasons for employees being off work involves disorders of the upper respiratory system, which generally only cause short periods of leave. If we combine cases of flu, ENT problems and respiratory disorders, they accounted for 17.05% of all cases of absence from work, though the resulting amount of time off represented only 11.50% of all the days lost.

The next reason causing the most days off during the year involved processes relating to pregnancy.

Oncological problems accounted for 7.89% of days lost, since these are processes that last for long periods of time.

The impact of cardiovascular problems on working days lost has increased in comparison with 2015. We will continue to devote our efforts to encourage healthy lifestyles in order to prevent cardiovascular risk.



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Psychosocial work environment



The huge impact that positive emotions have on health require the achievement of an optimal work environment and optimal work conditions that must contribute to the employees' well-being through the identification of stress [or any other pathology] causing situations in order to minimise and to correct them.



MANAGEMENT OF PSYCHOSOCIAL RISK

In 2016, the third Assessment of psychosocial risks has been conducted at Red Eléctrica to assess the psychosocial situation and to identify opportunities for

improvement to focus our actions towards organisational excellence and the improvement of the quality of life of the people within the organisation. Our main target is to integrate the prevention of psychosocial risks in management,



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The 2014-2017 work-life balance comprehensive plan focuses on the implementation of actions to allow us to approach **excellence regarding work-life balance management**. This is achieved through initiatives such as non-school days, urban camps or through the role played by the work-life balance interlocutors who respond to individual situations.

contributing to the deployment and the development of the strategy of people and the healthy workplace management model.

Therefore, the approach to psychosocial risks at Red Eléctrica is multidisciplinary. Considering the huge impact of positive emotions on health, we know that it is very important to achieve a work environment and optimal work conditions to contribute to wellbeing, and this can solely be attained with the support of management and the involvement of the different HR areas.

We note the high participation in this assessment, as it reached 76%. 69% of the participants answered open questions, and positive comments outnumbered the negative ones.

Moreover, information was collected through workshops with groups belonging to the various areas and workplaces of the company, and personal interviews were also used.

Comparing these results with the preceding assessment, an improvement has been experienced for almost all psychosocial dimensions as well as a perception of general health, mental health and vitality. As a result of the assessment, some measures for improvement have been suggested, and these have been detailed in the Psychosocial Risk Prevention Plan.

The psychosocial risk prevention plan shall be aligned with the above, including organisation improvements, providing better tools for stress control, time management or team working management, through talent management.

An essential part of improving the psychosocial environment is obtaining a balance between the workers' professional and personal lives, and Red Eléctrica is working to achieve this.

MANAGEMENT OF WORK-LIFE BALANCE

The work-life balance model, based on the FRC standard, has changed and matured over its 6 years of implementation and it is one of the main action areas of the healthy workplace model, within its

psychosocial environment, including organisation of work, institutional culture and attitudes, values, beliefs and practices exhibited on a daily basis in the organisation, and impacting on the psychological and physical wellbeing of people.

The action plan, called Integrated Work-Life Balance Plan and that sets the targets and needs to be covered for the 2014-2017 horizon is focused on developing actions that will enable us to reach the excellence in work-life balance management.

Many of the actions taking place year over year, such as non-school days, urban camps or the role of work-life balance interlocutors provide an answer to certain personal situations.

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The more than 60 work-life balance measures that Red Eléctrica has identified are solely one of the main lines making up the management model, supplementing measures set forth under the 10th Collective Agreement and that are applicable to the overall personnel irrespective of the type of contract. The perception of how the model reaches the various collectives and its impact has been proved through work groups formed in the various workplaces in 2016, as part of a qualitative assessment of the Assessment of Psychosocial Risks.

Actions carried out in 2016

- > Development programme of Potential Banks: training and awareness for the management of people through work-life balance.
- > Analysis of knowledge and qualitative assessment of the model at the various workplaces through work groups.
- > Continuity of work-life balance measures relating to health and wellbeing: health workshops during working hours and at the workplace, sports days and



MORE THAN WORK-LIFE BALANCE MEASURES

*applied to all employees
irrespective of their type
of contract*

aids granted for the practice of physical activities, and healthy cooking workshops.

- > Dissemination of the Disability Management Model and the measures addressed to employees with disabilities and their families: Red Diversa.
- > Family support activities and services: takeaway food service (meals included in the menu of the company canteen), Non-school days (activities with children of employees on workdays), urban summer camps.
- > New impulse of local collaborators of work-life balance for the study of needs of other workplaces and collectives.
- > Increase of consultations through the role of the work-life balance

interlocutor, supporting the interpretation of measures and facilitating individual solutions to personal circumstances. In 2016, 50% of consultations made have been resolved with solutions tailored to needs, going further than the provisions set forth under the collective agreement.

- > Development of a training video addressed to all of the workforce. Scheduled implementation in 2017.
- > 'Focus groups' at the various workplaces to find out the needs of other collectives.

Main targets for 2017

- > Continuity in the management model.
- > Inclusion of a work-life balance management training video on the virtual classroom of AulaRed.

- > Development of the 3rd Integrated Work-Life Balance Plan.
- > Launching of the Survey of knowledge, use and satisfaction with the measures.

Annually, as a core part of the system for constant improvement employed in work-life balance management, a Self-assessment report is drafted, measuring the results obtained and assessing the targets reached. All data and the progress of indicators can be found in the self-assessment report of Work-life Balance of 2016.

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The healthy Workplace in the community



The activities focused on improving employees' well-being should extend to their social environment, in the sense of family, stakeholders, local communities where our company activities have an impact on and in the end, society on the whole.



This fourth dimension is also contemplated within the healthy workplace management model. We cannot be satisfied solely with improving health only inside our

organisation. We should reach out further, exerting a positive influence on the different aspects that lead towards the wellbeing of our social environment, including

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Regarding the disability management model, a communication plan has been launched in 2016 and a **disability workshop directed to HR staff has been** carried out. Besides, the Family Plan, devised for the integration of disabled relatives has been continued.



the family, stakeholder groups, the local communities where our company's activities have an impact on and in the end, society on the whole.

In 2016, we have taken part in the following actions intended to promote the wellbeing of the community:

> **Environmental factors:** Improving the environment has a direct impact on the wellbeing of the community. Mobility plans undertaken at Red Eléctrica

benefitting sustainability are part of this contribution to improving the environment by Red Eléctrica.

> **Scope of health promotion measures for families:** we do not want the promotion of healthy lifestyle habits to be limited to the employees of the company. We know that changing the habits of our employees is going to have an impact on their families. We also know that reaching the youngest members of the family with the message, and directly infusing them with good practices, is going to contribute significantly to reach this goal. Some initiatives have been carried out such as a healthy cooking workshop.

> **Accessibility to health services, health insurance policies for families of employees of Red Eléctrica:** In addition to the Public Health Service, Red Eléctrica has taken out health insurance policies made available to its people, and extensive to their spouses and children.

> **Taking part in the heart race with employees and families** to promote health through physical exercise and, specifically, to prevent cardiovascular diseases. In 2016, a social objective was

added, consisting of the donation of 10 euros per km covered. There was a much higher number of participants in respect of preceding years. The donation is for the 'Fundación Menudos Corazones' [What a Heart! Foundation].

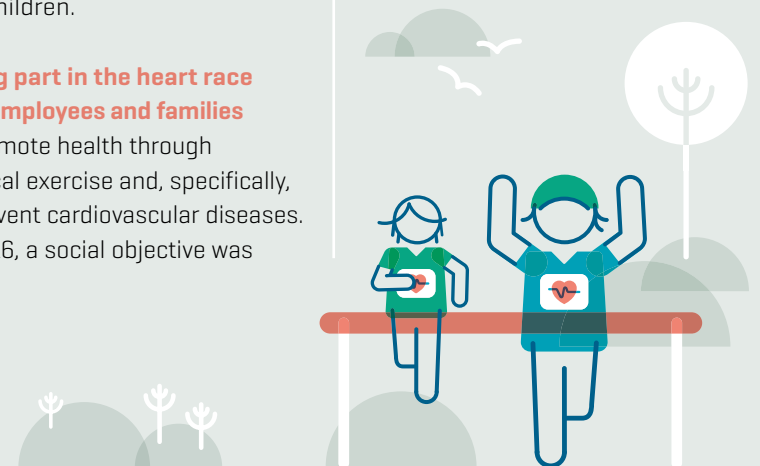


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> Management of disability:

with the launch of the Disability Management Model, Red Eléctrica is contributing to the inclusion of persons with disabilities and their normalisation through actions aimed at building awareness of the people at the company. In 2016, a communication plan was launched and a workshop on disability for HR members was carried out. We continued with the Family Plan, a project consisting of providing support measures whose objective is to improve the integration of the family members of our employees with disabilities.

> Corporate volunteering:

Corporate volunteering is included within the management of healthy workplaces. This allows us to contribute to the wellbeing of collectives with special needs, placing a special focus on the promotion of healthy habits. In 2016, a new Management Model of Corporate Volunteering has been designed, allowing us to foster integration, solidarity, and sustainability actions.



A new corporate volunteering management model has been designed in 2016 in order **to promote integrating, supportive and sustainable actions to support the well-being** of collectives with special needs, and mainly focusing on the promotion of healthy lifestyle habits.

> Support of and participation in various sports projects

with social aims (Paddle Tennis Tournaments of the Prodis Foundation, GEICAM Football Tournament).

> Projects for the improvement of local communities in which Red Eléctrica is operating:

the company leads or takes part actively in environmental and social projects, spread out over the national territory, intended to contribute to sustainable development of the communities in which the company is present. Red Eléctrica keeps its commitment to the local communities where its activities are carried out,

collaborating in actions that contribute to improving the wellbeing of people and their municipalities, by supporting the protection of basic needs, fostering sport and healthy habits, and the conservation of their culture.

> Blood donation campaigns:

at Red Eléctrica we are aware of the need to foster blood donation, and this is why there are blood donation campaigns twice a year at the Head Office facilities.





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Main indicators

	2012	2013	2014	2015	2016
Health and safety⁽¹⁾					
Average workforce [no. of people]	1,652	1,653	1,676	1,704	1,704
Hours worked [in thousands]	2,810	2,810	2,832	2,873	2,880
Occupational accidents resulting in leave [no.]	15	7	8	13	7
Fatal occupational accidents [no.]	0	0	0	0	0
Days lost due to occupational accidents ⁽²⁾	770	332	393	348	255
Occupational accident frequency rate	5.34	2.49	2.82	4.52	2.43
Occupational accident severity rate	0.27	0.12	0.14	0.12	0.09
Occupational accident incidence rate	9.07	4.23	4.77	7.63	4.11

Health and safety (REE Contractors)

Average workforce ⁽³⁾	3,519	3,527	3,336	2,950	2,664
Hours worked [in thousands]	5,983	6,059	5,637	4,986	4,502
Occupational accidents resulting in leave [no.]	109	109	88	62	46
Fatal occupational accidents [no.]	0	0	0	2	0
Days lost due to occupational accidents ⁽²⁾	3,945	5,368	4,040	15,347	1,402
Occupational accident frequency rate	18.22	17.99	15.60	12.84	10.22
Occupational accident severity rate	0.66	0.89	0.72	3.08	0.31
Occupational accident incidence rate	30.97	30.90	26.37	21.69	17.26

Medical service⁽⁴⁾

Health check-ups	1,157	1,138	1,095	1,112	1,092
Consultations with doctor or nurse	1,222	1,226	1,196	1,183	1,468
Absenteeism rate due to health and safety	-	1.43	1.84	2.21	2.05

[1] Data of REE + REC+ REI + REINTEL + REINCAN.

[2] 6,000 days are counted for each fatal accident.

[3] Based on hours worked, considering 1,680 hours per worker.

[4] Data of REE + REC+ REI + REINTEL + REINCAN.

Frequency rate = no. of occupational accidents resulting in leave per million hours worked.

Severity rate = no. of days lost due to occupational accidents + fatal accident and incapacity rate per thousand hours worked.

Incidence rate = number of accidents resulting in leave x 1,000 / average workforce.

Health and safety absenteeism rate = lost workdays because of common TI > 3 days + lost workdays because of AT + EP / average personnel *365 *100.





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