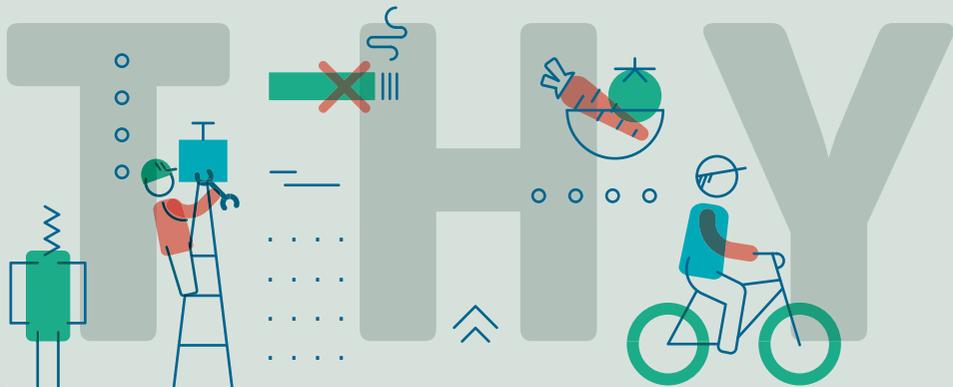
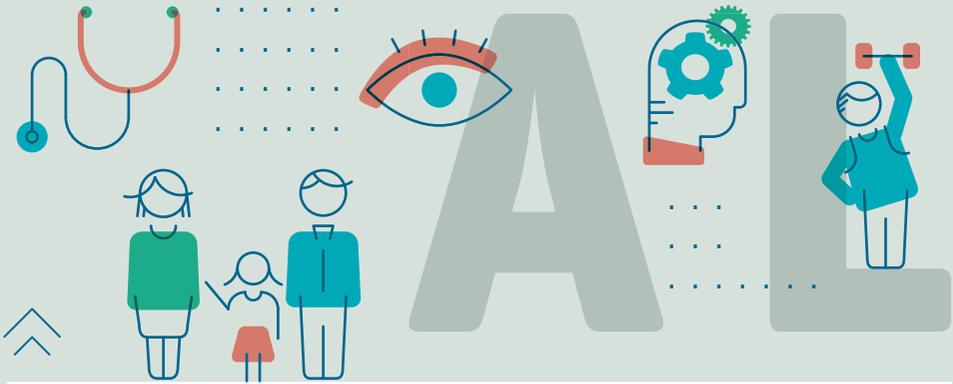




Red
Eléctrica
**HEALTHY
WORKPLACE**

Summary
2016



RED
ELÉCTRICA
CORPORACIÓN

Key achievements in 2016



Our milestones and activities enable us **to position Red Eléctrica as a healthy company**



We approved an Action Plan [2016-2019] to consolidate Red Eléctrica as a **leader in the implementation of good prevention practices**.



We conducted the **third Psychosocial Risk Assessment in the company** to assess the psychosocial circumstances and identify opportunities for improvement.



The **overall accident indicators** of Red Eléctrica and its contractors have been reduced and we have achieved the best values of the historical series under analysis while also **improving the frequency and severity indices**.



The **Disability Management Model** has contributed to insertion of people with disabilities and their normalisation by means of actions designed to raise the awareness of the people who make up the company.



The **health promotion** and Healthy Business Management Model communication campaigns focused on prevention of the most common health risks in the population and on fostering healthy habits.



Consolidation of our own method of **safety and health and work-life balance cost/benefit analysis** has enabled us to obtain return on investment indicators.

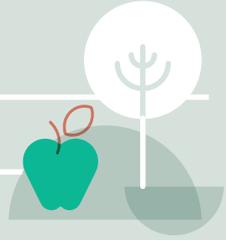


HERE AT RED ELÉCTRICA,

SAFETY AND HEALTH

management goes beyond hazard prevention. We also develop healthy working environments to ensure the well-being of the people we employ and thus improve their quality of life

We are a benchmark in implementation of the Healthy Business Management Model



The work done in recent years in the development and continuous improvement of health and safety management systems in Red Eléctrica has enabled consolidation of the Red Eléctrica Healthy Business Management Model.

The first **audit** of the system was conducted in 2016 and highlighted the **numerous strengths** of the Model.

Red Eléctrica Healthy Workplace Model Principles



Physical work environment.

Provide the necessary means to perform the tasks associated to the job under the best health and safety conditions.



Health resources.

Provide the workforce with tools to improve their state of physical and mental health, contributing to their well-being and quality of life.



Psychosocial work environment.

Implement work management organisation tools and resources that promote the physical and psychosocial well-being of employees.



Community involvement.

Actions carried out by the Company that can impact on the improvement of the health and wellbeing of their employees' families and the communities in which their facilities are located.

Managing the healthy company



Risk assessment and control

This assessment enables the magnitude of risks that can not be avoided to be estimated in order to plan suitable corrective actions. We can track and trace the risk assessments and their corrective measures by means of the computer-based prevention management tool (PRER), which enables deficiencies to be rectified in the shortest time possible.

- > **63 risk assessments** that have generated **69 corrective actions** [**more than 80%** have already been resolved].

Electromagnetic fields

The minimum provisions for protection of workers against health and safety risks arising – or which may arise – from exposure to electromagnetic fields in the workplace entered into force this year.

- > **Measurements** of electromagnetic fields in **40 Red Eléctrica substations**. We verified that the limit values provided for in the legislation were not exceeded.

Training and awareness

Training and awareness-raising on occupational hazard prevention is essential to reduce accidents and protect safety and health. Training in work entailing electrical risk and recycling courses have been particularly relevant, which have helped to consolidate and reinforce the acquired.

- > Attended by **1,238 participants** with a total of **7,145 training hours**, of which **19%** were specifically earmarked for training in electrical risk.

Performance measurement

Implementation of inspection models enables us to homogenise the criteria between all inspection personnel. This allows the information received to be organised on a comparative basis regardless of the place, company or person of origin.

- > **13,038 inspections** that have led to **1,785 corrective measures** [77% resolved]. In addition, **141 risk notifications** were detected, which gave rise to **123 corrective measures** [88% resolved].

Healthy company in the community

In 2016 we took part in the following initiatives aimed at improving the welfare of the community:

- > **Accessibility** to health services for the families of employees of Red Eléctrica.
- > Access to **measures that foster** good health for family members.
- > **Disability** management and corporate volunteering.
- > Blood donation **campaigns**.
- > **Participation** and support in various sports projects.

Psychosocial work environment

We have implemented the third Psychosocial Risk Assessment in Red Eléctrica aimed at assessing the psychosocial environment in the company and identifying opportunities for improvement. Improvement measures have been proposed as a result and have been included in the Psychosocial Risk Prevention Plan.

- > **76% of the workforce** participated. The results have improved in comparison with the previous assessment.

Work-life balance

The Work-Life Balance Management Model based on EFR standards is one of the key action areas of the Healthy Business Model. The more than 60 Work-Life Balance measures identified by Red Eléctrica are complemented by those included in the tenth Collective Agreement.

- > **Implemented activities:** Family support services, measures related to health and welfare, queries handled by the conciliation interlocutor...

Health surveillance

Here at Red Eléctrica the concept of health surveillance does not focus exclusively on control of possible complaints caused by the work environment but also includes identification of other risk factors that could affect the health of individual employees. Therefore the medical check-ups include explorations and complementary tests for full assessment of the state of health.

- > **Plans for prevention** of cardiovascular risk, cancer, musculoskeletal injuries and vaccination campaigns against influenza.



Fostering physical activity

Since 2014 we have been running various programmes to raise awareness among employees of the importance of physical exercise to enhancing their well-being and quality of life.

- > **2 face-to-face awareness workshops** on the importance and benefits of physical activity.

Through a healthy diet

After detecting evidence of cardiovascular risk factors among Red Eléctrica's workforce through the health factor surveillance studies, several campaigns were launched to promote a healthy diet.

- > **2 face-to-face workshops** on label reading and antioxidant foodstuffs.
- 1 face-to-face cooking workshop.**

Accident control

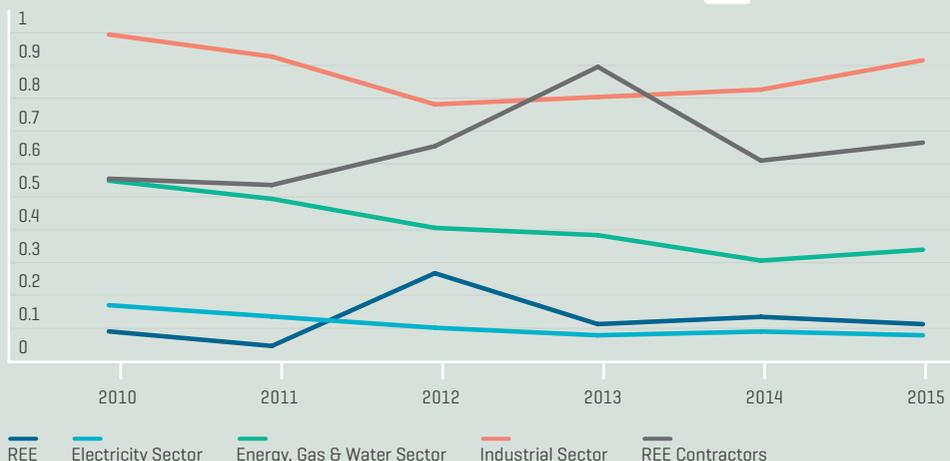
The management of accidents that occur at Red Eléctrica facilities during construction and maintenance of facilities is regulated by an internal procedure. These works are an integral part of Red Eléctrica's corporate purpose and therefore they must be strictly controlled and monitored.

- > We have **reduced the values of the overall accident indicators** to obtain the best results of the historical series under study.

As the following graph shows, both **the number and the severity of occupational accidents** that occurred at the work centres and entailed sick leave **has been reduced.**



Severity rate by business sector [rate]



Main indicators



	2012	2013	2014	2015	2016
Health and safety [parent company] ⁽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.



+ INFO
In the A Healthy
Company
2016 Report
www.ree.es

This report is evidence of our determination to **protect and foster the health, safety and well-being of all the people** who work in our facilities through implementation of a continuous improvement process that has made us an exemplary model of compliance in this field.