

Our goal: ZERO accidents

Report
2013



RED ELÉCTRICA DE ESPAÑA

A Healthy Company



Health and safety in the workplace

Red Eléctrica pursues two general aims in the area of health and safety in the workplace. On the one hand, it seeks to achieve a continuous reduction in accidents in the workplace, with a view to bringing the number down to ZERO, while on the other it strives for permanent and progressive improvements in the levels of health and safety among its own employees and others working with the company or at its facilities.

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 Company Model** and the establishment of a set of general management principles and guidelines designed to promote and protect the **health, safety and well-being** of its employees and **sustainability** in the working environment. By integrating the management of health into all of its procedures and activities, the company seeks to achieve the highest levels of health and well-being, thus improving quality of life and the family and community environment.

Main achievements during 2013

- The campaigns to promote health that were implemented during 2013, combined with the campaigns planned for 2014, are specifically designed to monitor the most common risk factors and improve general health, with the aim of modifying individual habits, making the company's employees participants in their own working environments and also extending these best practices right through to the family environment.
- The improvements made to PRER, the tool used to manage safety information, have meant that the safety monitoring and tracking results achieved during 2013 can be classified as excellent.
- The involvement and commitment shown by all stakeholder groups has allowed for greater control over all work carried out at Red Eléctrica's buildings and other facilities and this has led to a notable increase in the resolution of corrective actions resulting from the inspections carried out and the notification of accidents and incidents detected.
- Significant improvement in the accident statistics involving employees as compared with the previous year, with a highly significant reduction in both the number of accidents resulting in employee leave and the number of working days lost due to accidents in the workplace.
- Renewal of the DHSAS 18001 certificate, initially obtained in September 2002. The audit report made particular mention of the system's strong points and level of implementation, thus underlining the work done by Red Eléctrica in the area of health and safety in the workplace.



Diagram of the main area of action



*Improving health and safety
in the workplace requires
commitment and participation
from all of us.*

Assessing and controlling risk

- Risk assessment represents one of the main tools in any system for the management and prevention of risk in the workplace.
- It allows one to assess the severity of the risks that cannot be avoided and plan the relevant corrective action, based on the level of risk involved.

273 risk assessments were carried out on the company's facilities during 2013. These provided precise and up-to-date information on the risk factors that required action and led to a total of 691 corrective actions, of which 70 % have already been implemented.

98 safety studies were carried out in relation to contract tendering process in 2013, and more than 2,533 safety plans and procedures were approved. These figures give an idea of the extent of the action taken.

Coordination of preventive actions

- Preparation of safety studies in working areas where this is required. These studies define the tasks to be performed, the risk involved and the preventive measures to be implemented.
- Preparation of safety plans and procedures by the contractors engaged, detailing the preventive measures to be adopted during completion of the work for which they are contracted.
- Coordination of preventive actions with suppliers, contractors and partner companies as a key element to ensure the effective monitoring of safety measures.

Performance measurement

- The verification of safety conditions using three distinct but complementary groups in order to ensure a proper inspection of preventive measures: technicians from the safety department, safety coordinators and works supervisors.
- The use of inspection models to guarantee that the information obtained is consistent, regardless of the location, company or the person making the inspection.
- The identification of risk situations or deviations from the relevant preventive measures and the definition of the necessary improvements.

During 2013, the noteworthy contributions from all organisational units led to the completion of 12,391 inspections, which in turn resulted in 840 corrective actions, of which 98 % have been implemented. 217 notifications have also been made in relation to the risks detected.

Training and awareness

- Continuous development of safety training and awareness programmes as key prevention tools, especially in relation to electrical risk and work carried out high above ground.
- Design of specific programmes for each job, based on the risks associated with the professional activities involved.
- Inclusion of training in safety matters.

3,362 hours of training were offered to 387 participants during 2013. 36.3 % of these hours were devoted to specific training on electrical risk issues. 257 employees also received safety training on the risks associated with SF6.

The Health and Safety Committee met four times during 2013 and a number of health campaigns were carried out with a view to creating awareness of and stimulating healthy living habits.

Consultation, participation and communication

- Collaboration with employees in the identification of actions for improvement or situations that do not conform to established procedure.
- Regular meetings of the health and safety committee.
- Publication of the report on health and safety in the workplace, in an interactive format.
- Promotional campaigns aimed at creating awareness and knowledge of the most important issues in the area of prevention.
- Awareness campaigns to promote healthy living habits.

Ergonomics and hygiene

- Integration of industrial ergonomics and hygiene in the health and safety management system and preparation of an action plan for the introduction of improvements.
- Ergonomic assessment of all jobs at Red Eléctrica.

The Health and Safety Management System was revised in 2013 with a view to assessing the level of integration of ergonomics and industrial hygiene. Certain potential improvements were identified, and these were incorporated into an action plan. The first part of this plan, consisting of an ergonomic assessment of all individual jobs, was completed during the final quarter of the year.

Monitoring health. Promoting health

- Basic health unit at central headquarters and agreement with the Prevention Company, Fremap, to ensure that the health of all employees is monitored at the company's outside facilities.
- System of health intermediaries and partners and formalisation of a structure that allows for the establishment of a network of partner organisations to introduce health-related activities throughout the whole of Spain.
- A complete range of preventive and promotional activities in relation to health. Implementation of health campaigns aimed at preventing the most common illnesses.
- Initial and regular health checks based on specific protocols, depending on the risks defined for each individual job, and assessment of the suitability of the people employed to perform the duties required of them in their position.



2013 was characterised by the integration of health management as part of other production processes, with a view to providing employees with the resources required to ensure the highest levels of health and safety in the workplace, thus benefiting their well-being and quality of life.

Improvement in risk prevention

Specific improvement projects and activities during 2013

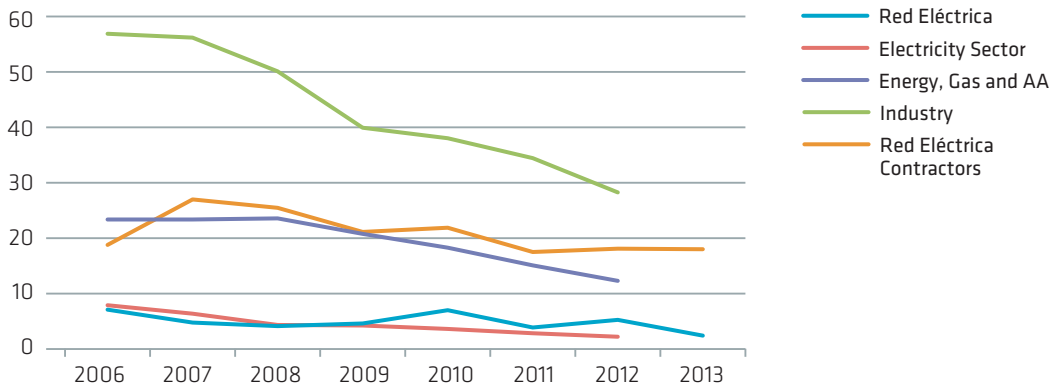
- Definition and monitoring of targets shared with the maintenance and construction units, relating respectively to the resolution of corrective actions arising from audits, inspections and risk assessments, and the identification and recording of incidents during construction activities.
- Definition and implementation of a list of Industrial Safety indicators, in accordance with the application of the corporate PRER to improve the monitoring of accident rates among the company's own employees and the employees of its suppliers.
- Completion of an ergonomic and industrial hygiene study at Red Eléctrica's own working premises and facilities.
- Study on shift working among employees at electrical control centres, with the preparation of an information leaflet on "healthy practices for shift workers".
- Studies on the implementation of preventive and promotional activities in relation to health; cardiovascular and musculoskeletal health.
- Campaigns on cancer prevention and flu vaccinations.

Accident monitoring

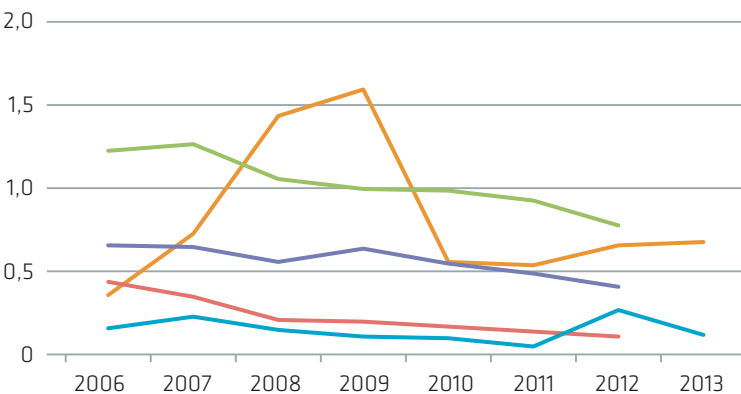
One of the most important aspects with regard to the prevention of risk in the workplace is the monitoring of accidents. To this end, Red Eléctrica has a strict system for the identification, monitoring and management of risk, along with other tools designed to minimise incidents and accidents during the performance of the company's business.

355 corrective actions were created as the result of incidents and accidents in 2013, of which 97 % have already been implemented.

Accident frequency index



Accident severity index*



(*) For comparison purposes with other sectors, the data regarding REE does not include the incapacity scale.
Note: 2013 data not available from other sectors.

Main indicators

REE Health and Safety	2009	2010	2011	2012	2013
Average workforce	1,493	1,584	1,666	1,652	1,653
Hours worked	2,565,436	2,678,350	2,777,528	2,810,229	2,810,559
Workplace accidents resulting in leave (serious/mild)	0/12	1/19	1/10	3/12	0/7
Fatal accidents	0	1	2	0	0
Days lost due to accidents	156	6,268	6,247	770	332
Workplace accident frequency rate	4.69	7.09	3.96	5.34	2.49
Workplace accident severity rate	0.11	2.34	2.21	0.27	0.12
Workplace accident incidence rate	8.05	11.99	6.60	9.07	4.23
Absenteeism rate	2.51	2.27	2.30	2.17	2.16

Health and safety (REE contractors)	2009	2010	2011	2012	2013
Average workforce (2)	3,183	3,447	3,372	3,519	3,527
Hours worked	5,410,526	5,860,778	5,733,042	5,983,539	5,996,269
Workplace accidents resulting in leave (serious/mild)	15/100	11/117	9/91	7/102	4/105
Fatal accidents	0	1	1	0	0
Days lost due to accidents	8,066	9,282	9,106	3,945	4,070
Workplace accident frequency rate	21.25	22.01	17.62	18.22	18.18
Workplace accident severity rate	1.61	1.58	1.59	0.66	0.68
Workplace accident incidence rate	36.12	37.13	29.95	30.97	30.90

REE medical service	2009	2010	2011	2012	2013
Medical checks	1,097	1,010	1,143	1,157	1,138
Consultations with doctor or nurse	1,569	1,482	1,359	1,222	1,226

Frequency rate = number of workplace accidents resulting in leave for each million hours worked.

Severity rate = number of days lost due to workplace accidents + degree of incapacity for every thousand hours worked.

Absenteeism rate = hours absent due to common illness > 3 days, hours common illness < 3 days and unauthorised leave / average number of staff under the collective agreement / theoretical hours under the collective agreement x 100.

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

Serious accident = accidents classified as serious by every expert issuing the authorisation of leave.

(1) 6,000 days are counted for each fatal workplace accident.

(2) Based on hours worked.

