

Empowering our people to be a force for good involves us creating an inclusive working environment. One where people can perform at their best and receive the skills and opportunities to achieve great things not only at work, but also in the communities which we serve.

To support the delivery of EDF's company strategy and empower our people EDF have a people framework with supporting policies, standards and commitments which are deployed in all entities and lays out clearly what our employees can expect from us and what we, in return, should expect from them.

Policy Standards:

Each Business Unit/Central Function (entity) is responsible for the effective deployment of this policy in their area. Key minimum requirements are:

1. Organisation design principles and processes ensure business requirements are met and that structure and roles are effective.
2. Future workforce needs are anticipated and changes are implemented in a professional and effective way in accordance with Group Policies and our legal obligations.
3. Reward practices are fair and transparent and enable us to attract and retain high quality people.
4. People are clear on their accountabilities and responsibilities and feel empowered to fulfil these.
5. People receive support to meet their work objectives, which are aligned to organisational goals, and their personal development plans. People's performance is actively monitored and managed.
6. An inclusive workplace culture is championed where our people can be themselves, can perform at their best and achieve their potential and are free from harassment or bullying.
7. Employment practices are fair and non-discriminatory, meeting all legal requirements.
8. People are held to account if their behaviours fall outside acceptable standards.
9. Dialogue with our people and their representatives about the future of the company is ambitious, ongoing, responsible and constructive.
10. Employee health and wellbeing is actively promoted to prevent work related ill health and promote work life balance.

Implementation of this policy is through line management, who are responsible for ensuring that the policy standards are appropriately applied. EDF employees are expected to:

- Behave in accordance with the EDF Energy Code of Conduct.
- Comply with all applicable legislation and regulation.
- Report any serious concerns they have about activities in accordance with the Confidential Reporting of Serious Concerns procedure.

This Policy is aligned to EDF Group requirements and is assured through the EDF Group Internal Control Self-Assessment. I know I can count on the commitment, responsiveness and support of every one of you, in all circumstances, to meet our people responsibilities.



Simone Rossi, Chief Executive Officer
For and on behalf of the EDF Executive Team