

## Stop Work Policy in PJSC Enel Russia



PJSC Enel Russia operates every single activity with the highest priority for **Health and Safety. Ensuring a safe work environment** is the Company's primary and utmost concern at all times.

Our goal- «Zero Accidents»- makes no distinction between PJSC Enel Russia employees and all Contractor companies' employees. The company is strongly committed to promote for all employees and contractors of PJSC Enel Russia, the adoption of measures to achieve this goal.

PJSC Enel Russia is strongly and consistently committed to consolidating **a culture of safe operation, as well as respect** for people in all countries by raising awareness of the risks, related to the work and fostering responsible behavior.

By putting Health and Safety first, PJSC Enel Russia means that no work can be done by jeopardizing safety. Any work must be 100% safe, even if it takes longer.

Every employee of PJSC Enel Russia is responsible for his/her own safety and for the safety of his/her colleagues and, regardless of his/her position, seniority or role, **has the right and duty to demand to stop (the interruption)** of any activity which he/she believes is putting health and safety seriously at risk.

Any **unsafe behavior, action, omission or situation** which could lead to a potential incident, **should be immediately reported** to the immediate supervisor or to the responsible representative of PJSC «Enel Russia» on the spot, in order to take prompt action.

PJSC Enel Russia management supports the decisions of its employees and contractors, and upholds health and safety against all other considerations.

The Stop Work policy must be applied reasonably and in good faith. No blame or fault will be put on any employee or contractor reporting a risky situation or applying the stop work policy, even if such an action is proven not necessary afterwards.

**Carlo Palasciano Villamagna**  
General Director

A handwritten signature in blue ink, appearing to read "Palasciano", is located below the printed name and title of the General Director.