

Policy on Safety Energy, Inc. and Subsidiaries

Annual Approval Date: 01/01/2022

Last Revised Date: 12/15/2021

Overview

The Company considers safety in the generation, delivery and use of electrical energy to be of the highest importance. In that regard, it is Company policy that all employees perform their duties in a manner that ensures their personal safety, the safety of fellow employees, customers, contractors and community members.

Purpose

The purpose of this policy is to support the Company's Mission, Vision, and Values by establishing internal and external compliance requirements and safety responsibilities.

Scope

This policy applies to all employees including Wolf Creek generating station (Wolf Creek) employees and contracted entities employed by or conducting business with the Company.

Main Policy Body/Specific Guidance

Responsibility for Safety

The Company will comply with all federal, state, and local laws and regulations regarding incident prevention and safe working conditions. This includes providing:

- a safe work environment;
- appropriate personal protective equipment (PPE); and
- appropriate job safety training.

Each employee has the responsibility to:

- work safely;
- know the potential hazards inherent in the work they perform;
- effectively communicate the potential hazards of work required by others;
- understand and comply with all established safety procedures and practices along with all federal, state, and local laws and regulations;
- follow PPE requirements and expect the same from co-workers;
- report all on-the-job injuries and safety incidents, no matter how slight, to their immediate supervisor (refer to Safety Incident Reporting section below);
- take appropriate steps to mitigate any potential safety hazards; and
- understand each unit's safety program, procedures, policies and qualifications.

Every employee has the responsibility to stop work activities being performed by anyone on Company property or equipment that presents an imminent danger.

Immediate supervisors/managers will ensure that prescribed Company safety procedures and practices are understood and complied with by those under their direct supervision.

Safety Incident Reporting

All incidents occurring while on Company business or while driving a Company-owned vehicle, no matter how slight, must be reported to the employee's immediate supervisor, preferably at the time of occurrence. If not reported at time of occurrence, this report is to be done during the shift on which the injury or incident occurs and shall always be within 24 hours of the incident. At Wolf Creek use AP 14-002 and associated forms.

The supervisor is responsible for ensuring prompt follow-up and reporting.

The employee and their immediate supervisor will collaborate to submit an injury or incident through the SURF (Safety Universal Reporting Form) located on the Company intranet under the Safety and Training Division site. Accidents involving a member of the public will be investigated and reported in accordance with Everygy-Z300 (Accidents, Claims and Lawsuits Involving the Public). Contact Safety Operations for assistance with SURF entries.

Failure to Comply

Failure to comply with Company policies and procedures, including failure to report the noncompliance of others where required, may subject an individual employee to disciplinary action, up to and including termination.

Further Information

For further information on this policy, contact the Corporate Safety and Training Department.