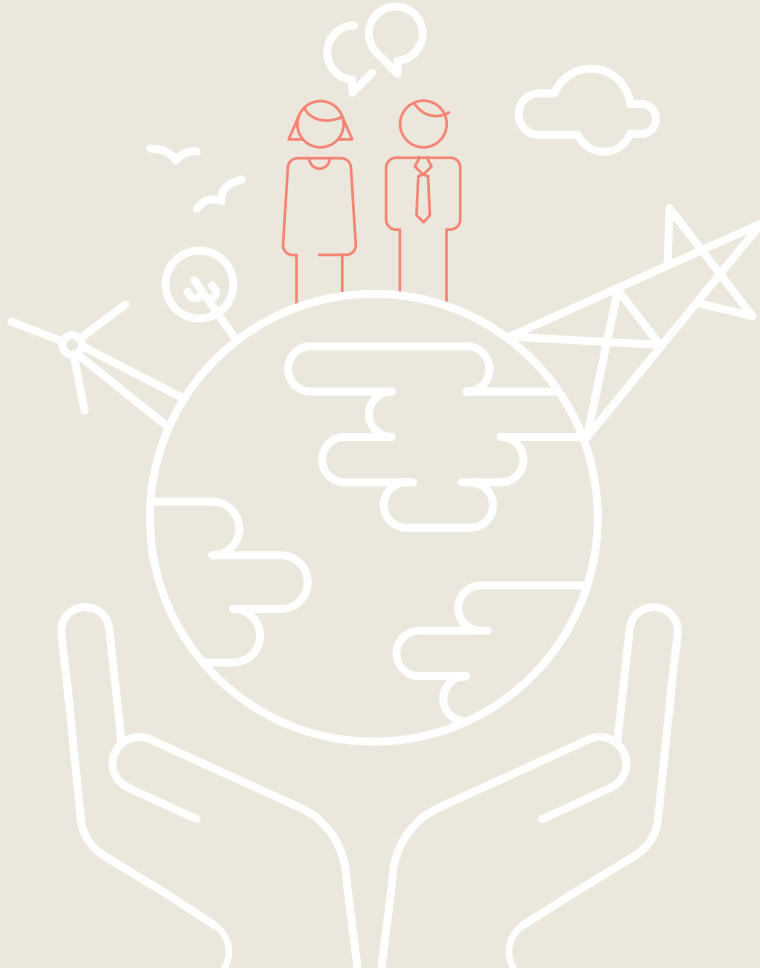




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THE LEADERSHIP ROLE PERFORMED BY MANAGEMENT, the reassignment of prevention duties to the Organisational Units and the participation of all the parties involved, along with training, communication and the improvement of performance measurement as management tools together with the effective integration of health and safety processes, provide the basic reference points for the planning preventive activities about the comprehensive concept oworkforce's safety and health.

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 consolidation of the Red Eléctrica Healthy Workplace Management 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 the sustainability of the working environment. The development of this management model culminated with the drafting of an action plan that set out main guidelines to be implemented between 2014 and 2017. During 2015 the Healthy Workplace management model was fully consolidated, as evidenced by the certificate issued by AENOR in November 2015.

This report contains details of most of the actions taken in this area, noteworthy, given the important role they have played this year, health promotion campaigns and the campaigns to communicate Company's Healthy Workplace management model, which have been focused on preventing the most common health risks among population and promoting healthy practices, making the company's employees part of their own working environments, as well as extending these best practices right through to the family environment. These campaigns were implemented during 2015 at a number of workplaces right across the country.

While aware of the risks and hazards involved in a significant number of the duties performed by both our own personnel and our contractors, in our desire to reduce the accident rates we set up a number of groups over the course of 2015 to examine and improve all the processes and activities to be carried out at our facilities with a view to preparing an action plan for the coming years that

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will contribute to an improvement in overall accident rates and increase safety in all the jobs and activities performed at those facilities.

Despite the continued improvements achieved in the health and safety projects and programmes applied to all personnel working at our facilities, we greatly regret the two fatal accidents occurred in 2015, which involved personnel working for contractor companies who were working on various construction and maintenance duties. As regards the other accident indicators, we would make particular mention of the considerable improvement in the contractor company frequency indicator, which shows a significant reduction in the number of accidents occurred. The accident indicators relating to Red Eléctrica de España's own personnel show a positive trend in terms of the severity index, while the frequency indices stand at levels that are acceptable within the range of activities engaged in.

Making the prevention of psychosocial risk an integral part of HR management strategy, taking account of organisational improvements and talent management, contributes significantly to the well-being of the company's employees. The next review and evaluation of Psychosocial Risk will be made during 2016.

The implementation of the 2nd Integrated Personal/Professional Reconciliation Plan 2014-2017, which includes the targets to be reached over a four-year period, evidences the progress made in this area, both in terms of the development of the relevant measures and as regards management of the continuous improvement system that has been put in place. Both the analysis of management indicators and the establishment of a specific metric that allows for the calculation of return on the investment allocated to reconciliation issues are just two examples of the management duties performed.

During 2015 the Company consolidated the methodology it has developed for the purpose of measuring Cost to Benefit in the area of Health and Safety work-life balance, through the valuation of intangible assets and intellectual capital in the areas examined and through the development of an indicator for return on the investment made. Analysing the way in which the different elements contribute to the generation of tangible assets for the organisation

and the procurement of the a return on the investments made will provide us with a set of methodology-based indicators designed to assess the competitiveness and productivity generated by the organisation's processes, procedures and working conditions. It will also provide us with a predictive model with a view to improving processes and achieving results.

During the course of the year we have added more premises to the Kérberos system, aimed to control the access by employees and contractors working or involved in other activities at the company's facilities. The development of this system, which permits communication between the PRER prevention management application and the ACNE access monitoring system, allows for the prior registration of all company and contractor personnel who are to enter a facility in order to carry out any kind of work and the tracking over time of who has accessed a particular facility and when.

This important effort devoted to ensuring the compatibility of the development of our projects, the management of health and safety during construction and maintenance and the performance of all the other duties carried out at our offices and working premises merely serves to underline our continuing commitment to view the prevention of risk as a strategic value, and we remain in the forefront of companies with the best results in the area of prevention, in a sector in which the need for risk assessment requires us to devote great efforts to ensuring that risk remains within acceptable levels.

This report is evidence of our firm commitment, convinced as we are of the importance of protecting and promoting the health, safety and well-being of all the people who work at our facilities, along with the sustainability of the working space, as part of a process of continuous improvement that will allow Red Eléctrica to be a model for exemplary behaviour and compliance in this area.

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01 Human Resources Policy

Compliance with Red Electrica's targets and strategies is performed, amongst other actions, by means of a Human Resources Policy which is based on the principles of occupational safety and healthy company model.

The Company's Human Resources Policy is intended

to establish principles and guidelines relating to human resources issues based on efficiency and the personal and professional performance of the organisation's employees, in a way that will ensure compliance with

the strategies and objectives of the Red Eléctrica Group.

These basic principles and guidelines include:

- Ensuring people's safety while they perform the duties associated with their jobs,

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through training in the correct use of working equipment and personal and collective safety measures, and promoting and safeguarding the protection of the employees, equipment and assets of the Red Eléctrica Group, in accordance with the risks identified and their proper integrated management in terms of both efficiency and quality.

- Designing, implementing and promoting a healthy workplace management model and system through the consideration of health and safety in the workplace as a physical, psychological and social

well-being of the personnel, with participation the involvement of all stakeholders and the integration of people with disabilities, as well as developing and supporting work-life balance as essential social welfare issues.

These two fundamental guidelines in the Red Eléctrica Group's Human Resources Policy form the basis for the following undertakings in the areas of health and safety in



Human Resources Policy
incorporates safety, health and well-being
at all hierarchy levels and within
the activities of the company, seeking
involvement and **participation of
all stakeholders** in order to meet
these guidelines.

the workplace, the development of a management model for the promotion and protection of the health, safety and well-being of the Group's employees, and sustainability in the working environment:

- To integrate health, safety and well-being at all hierarchical levels and in all activities, in accordance with the regulations in force and corporate commitments.
- To focus management on the involvement and participation of all stakeholders associated with compliance with these guidelines.
- To ensure the highest levels of health and well-being for all employees through the prevention of the risks associated with professional duties, the injuries or illnesses caused by both the physical and the psychosocial environment, and to provide health resources within the working environment, bearing in mind the legal, occupational and technological context.



**HUMAN
RESOURCES
POLICY
COMMITMENTS**

**OCCUPATIONAL
SAFETY
AND
HEALTH**

**WORKING ATMOSPHERE
SUSTAINABILITY**

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- To inform all personnel working for the company and its suppliers of the contents of these guidelines, with the aim of promoting a culture focused on the safety, health and well-being of all employees and the environment in which they operate.
- To ensure compliance with all the legal requirements that apply in the area of health and safety in the workplace, along with all the requirements set out in the healthy workplace model.
- To provide all personnel with the professional tools and personal protection equipment required in

To ensure compliance and to promote participation and consultation regarding occupational safety, health and well-being matters, the guidelines of our Human Resources Policy are transmitted to the employees of Red Eléctrica and to suppliers.

order to perform their duties in safe and healthy conditions.

- To ensure that people are properly trained, so that they may perform the duties associated with their professional positions in a safe and healthy environment, from both a physical and a psychosocial perspective.
- To encourage employee participation and consultation in all aspects relating to the management of health, safety and well-being.

- To promote the continuous improvement of the performance and management of the health and safety system and to include this system among the general requirements for a healthy workplace.
- To maintain the certification of the management system, through the continuous improvement of performance.

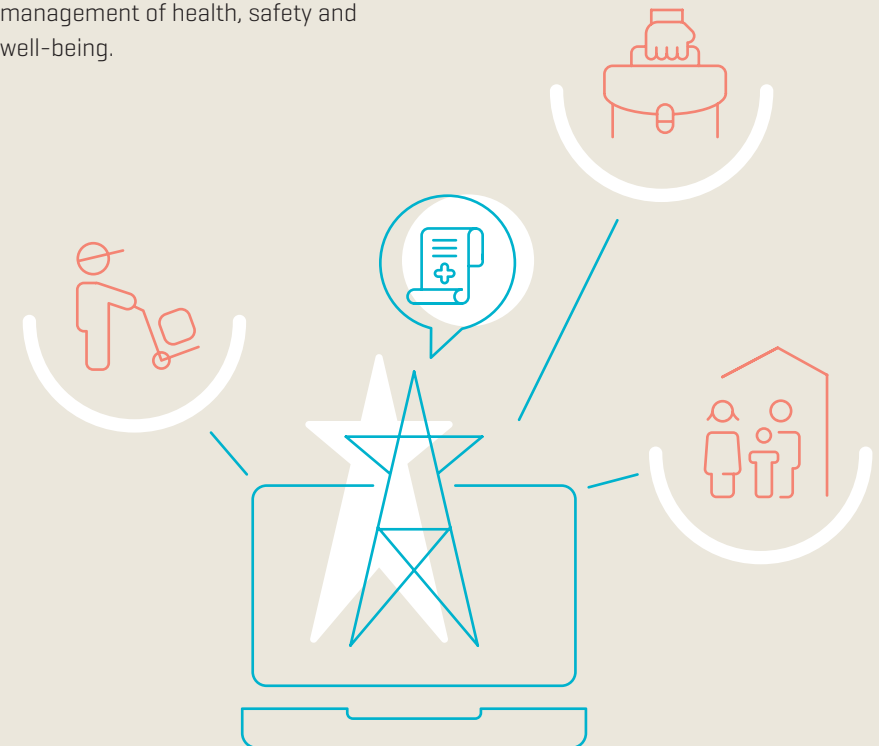


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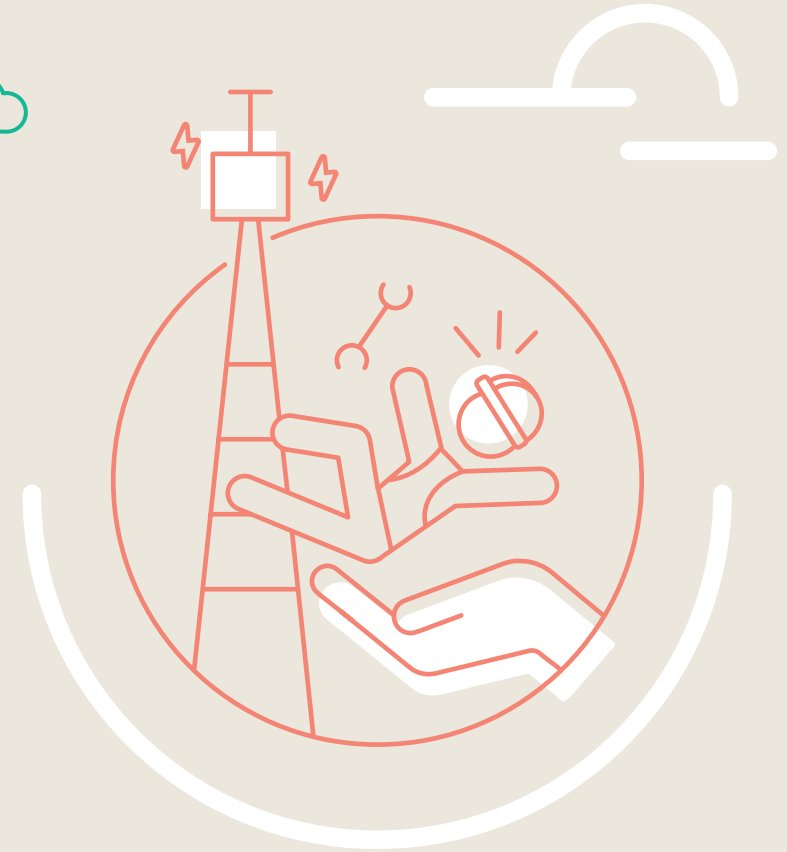
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02

Healthy Workplace Management Model

The concept of Health and Safety has broadened and changed as the result of a range of social changes and has now become an area of people management with its own characteristics and sufficient importance to require the development of a number of lines of action.



With the identification of health as “a state of complete physical, mental and social well-being, in harmony with the environment, and not just the absence of illnesses or disorders”, there has been a move away from an exclusive focus on analysing physical, chemical and biological risk factors towards a broader

approach that combines these with other people management variables, given that people are a company’s most important asset. While the management of health and safety must begin with the prevention of risk in the workplace, the current focus is on all aspects of health, with the aim of creating, developing and generating healthy



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working environments in which attention is paid to the health and well-being of employees with a view to improving their life standard.

Red Eléctrica is a company concerned with the health and safety of the individuals employed, and it has engaged in a wide range of activities aimed at promoting health and quality of life, as reflected in its implementation of health and safety management systems that have resulted in low accident rates, and in the campaigns to promote health that it has been carrying out for more than twenty years. The healthy workplace model should allow us to organise all of these activities in a more coherent and structured way, with regard to the planning, monitoring and assessment of all the actions taken to achieve greater well-being among our employees and their individual surroundings, families and communities.

In making this undertaking to excellence in the performance of its activities, REE is aware of the need to introduce the concept of health and safety into all areas of the organisation. Its desire to develop

OUR ACHIEVED LANDMARKS AND IMPLEMENTED ACTIONS ALLOW US TO BE POSITIONED AS A HEALTHY COMPANY



best practices in relation to health matters and other issues relating to a healthy workplace environment is reflected in the various policies and procedures included in the company's internal regulations.

The leadership role performed by Management, the reassignment of prevention duties to the Organisational Units and the participation of all the parties involved, combined with training, communications and the improvement of performance measurement as management tools, together with the effective integration of health and safety processes, provide the basic reference points for the planning

of preventive activities within the broad environment of the health and safety of the company's employees.

In conclusion, 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

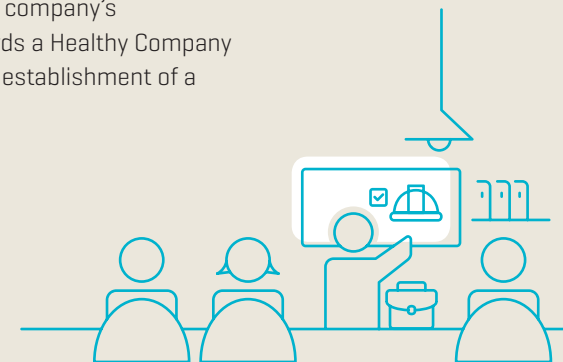


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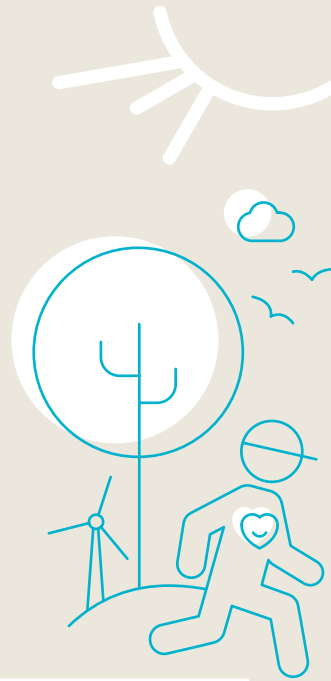
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the management of health into all of its procedures and activities, the company seeks to achieve the highest levels of health and well-being, thus improving quality of life and quality in the family and community environment.

The physical working environment

The physical working environment refers, among other things, to the workplace structural design and its air quality, machinery, furnishings, chemical products and materials. The environment also refers to



Health resources in the workplace include promotion of a healthy lifestyle, early illness diagnosis and on-the-job medical treatment by means of the company's health services.

production processes during working hours; any factors that could affect the physical health and safety of the workers, as well as their mental health and well-being. It includes issues that have traditionally been handled from the technical perspective of Workplace Risk Prevention Services.

Health resources

Health resources in the workplace are the people and tools that can be used to improve the physical and mental health of employees and thus contribute to their well-being. Including direct interventions that affect the health of workers and that may or may not be related to their actual employment duties, tackling all aspects of prevention: Primary prevention, through the promotion of good health, providing information and incentives to encourage a healthy lifestyle; secondary prevention, through the early diagnosis of illnesses and the detection of risk factors, with the offer of support for monitoring and follow-up; and tertiary prevention, through the assistance, treatment and rehabilitation of employees while at work, using workplace medical services and providing health insurance for employees.

The psychosocial working environment

The psychosocial work environment includes the way that duties are organised, institutional culture and attitudes, values, beliefs and practices that are demonstrated daily at the company and affect the psychological and physical well-being of all employees. Situations that could cause stress or other disorders are identified with a view to minimising and correcting them, and professional and personal conditions are created in order to contribute to the well-being of all employees.

The company's involvement in the community

Companies form part of a surrounding community that has a direct influence on individual health. Involvement in the community includes the activities that a company organises for the families of its employees and the community in which it operates,

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taking account of the physical, social and environmental aspects that will improve the physical and mental health, safety and well-being of the company's employees, their families and the community to which they belong.

Audit of the Healthy Workplace Management Model

On 23 October and 1 and 2 November 2015, an initial audit was carried out on the **Healthy Workplace Model**, and no circumstance was found that might affect compliance with the objectives set out.

The audit report concludes that the Healthy Workplace Management Model has been implemented and that it complies with the requirements established in the reference model.

This is a model that is not limited merely to risk prevention, and though it sets the objectives and undertakes all the initiatives required in this area, it includes them as part of a broader strategy aimed at promoting and protecting the health, safety

and well-being of employees, along with the continuous sustainability of the working environment. However, although this system is in its infancy, the company has long worked along similar lines, and the aim is therefore to continue to improve the process, consolidating it on the basis of analyses of the systems and records offered by the monitoring and measuring tools provided by the management system.

The strengths that the audit identified included the following:

- The willingness of all personnel to collaborate in the audit of the Healthy Workplace Management Model, which they understand to be a tool for continuous improvement.
- The strategy of integrating the Healthy Workplace Model at all levels of the company and in all of its processes.
- The implementation of the Healthy Workplace Management Model district by district so that it covers throughout the national territory.
- The large number of objectives set, from which conclusions can already be drawn, since the Health Monitoring department has always

been concerned with ensuring that health-related actions and integrated health protection should go beyond purely preventive requirements.

- The creation of the positions of local health coordinator and local health collaborator.
- The existence of people who are responsible for work-life balance, a process managed by the health department.
- The recently approved integrated ageing management model.
- The extension of the Healthy Workplace model to employees' families by means of Health Insurance, Family Plans, non-school days, etc.
- The preparation of an annual Healthy Workplace Report.

Any non-conformities have been identified.

HEALTHY
COMPANY MODEL
AUDITOCT-NOV
2015

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Preventive Action Planning



Industrial Health and Safety Act 31/1995 proposed a new approach regarding risk prevention resting on forward planning and assessment, developed at the corporate's design time. The establishment of Red Eléctrica's own Prevention Service aims to ensure compliance with the above.

Requirement for a bespoke Prevention Service

The Prevention Service at Red Eléctrica de España S.A.U. was created to ensure compliance with its workers' entitlement to health and safety, as guaranteed under the Spanish Constitution

and promoted by EEC Framework Directive 89/391, which was enacted in Spanish law in Industrial Health and Safety Act 31/1995 [the "LRPL"].

The preamble to the LRPL explains that "The protection of workers against risk in the workplace requires action from the company

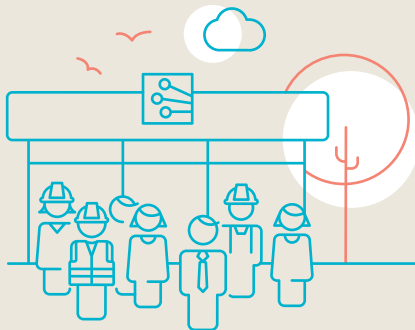
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that goes beyond mere formal compliance with a pre-determined set of corporate obligations, whether broad or otherwise, and that requires more than just a simple “after the event” correction of situations of risk that have already become exposed”. Prevention planning from the very beginning of the design of the corporate project, the initial assessment of the risks inherent in the work involved and the regular updating of this assessment as circumstances change, the organisation of a consistent and all-embracing set of preventive measures that match the nature of the risks detected and the monitoring of the effectiveness of these measures, all together constitute the basic elements in the new approach to the prevention of risk in the workplace proposed by the Law. And this must, of course, be combined



employees' training and information. A basic tool in the company's preventive activity is the obligation set out in Chapter IV to structure such activity through the actions of one or more of the company's workers specifically assigned to this duty, through the establishment of a prevention service or by means of a prevention service externally provided.

In order to comply with the requirements of Chapter IV of Spanish Industrial Health and Safety Act 31/95, and as established in Royal Decree 39/1997 (which approved the Regulation of Preventive Services), in Chapter III, Organisation of Resources for Preventive Services, Article 14, relating to its own preventive services, Red Eléctrica de España S.A.U. has established its own preventive service, given that the first of the requirements contained in Article 14, section a) is met by the Company, namely that it has more than 500 workers. These services are aimed at creating a greater awareness of both the risks resulting from its activities

and the ways in which they can be prevented and avoided, in a manner that can be adjusted to suit each work site, the characteristics of the people who work there and the specific activities in which they engage.

COMPANY DETAILS

- | | |
|--|---|
| 1. Company name: | Red Eléctrica de España, S.A.U. |
| 2. TAX CODE: | A-85309219 |
| 3. Registered Office: | Pº del Conde de los Gaitanes, 177.
28109 Alcobendas (Madrid)
Tel: 91 650 20 12
Fax: 91 650 45 42
www.ree.es |
| 4. Commercial activity or activities: | CNAE 35.12
Transmission of Electrical Energy |
| 5. Activity under Appendix I of Royal Decree 39/1997 carried out or performed at the company's facilities: | Activity I: Work involving risk of High Voltage.
Activity H: Activity involving Construction Work. |
| 6. If the activity engaged in is classified under group “h) Activities involving construction, excavation, land movement and tunnels, with the risk of falling from heights or becoming trapped” of the aforementioned appendix I to the regulations for prevention services, what kind of construction or civil engineering work covers the activities engaged in at your working premises, under the classification set out in appendix I of Royal Decree 1,627 of 24 October 1997, which established the minimum requirements for health and safety during construction work? | c - Construction of Electrical Facilities
k - Maintenance of Electrical Facilities |
| 7. In this case, what kind of work does the company carry out or manage that involves special risk for the health and safety of its workers, according to the list included in appendix II of the aforementioned Royal Decree 1,627 of 24 October 1997? | 4. Work on High Voltage electricity lines |

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Details of REE's own Prevention Service

Given the size of the workforce in 2015, and as set out in Article 14 of the Prevention Service Regulations, Red Eléctrica España has established its own Prevention Service which is responsible for specialist prevention work in the areas of Safety in the Occupational, Industrial Hygiene, Ergonomics and Applied Psychology and Workplace Medicine.

The Prevention Service's premises and facilities are housed at REE's central headquarters at Paseo del Conde de los Gaitanes 177, La Moraleja, Madrid.

Members of its Prevention Service are also based at its premises in Valencia, Seville and La Coruña, in order to offer an enhanced service to employees working through the Spanish mainland territory, as well as at its premises in both the Balearic and The Canary Islands.



OWN
PREVENTION
SERVICE
[OPS]

ORGANIZATIONAL
UNIT EXCLUSIVELY
DEDICATED TO

OCCUPATIONAL
RISK
PREVENTION



Project programmes and specific improvement activities

The first six months of 2015 saw the implementation of the Healthy Workplace Management Model, and the company has approved its "healthy workplace manual", a regulatory document that sets out the management system, its principles, general guidelines and responsibilities, along with the associated rules required to manage the well-being of the company. A programme has also been developed to inform the entire workforce of this model.


At the same time, a number of different projects have been developed to encourage healthy living, such as the Cardiovascular Health Plan, as well as Red Eléctrica's involvement in the PECS [Corporate Cardiovascular Health] Programme and the Skeletal and Muscular Injury Prevention Plan, with the organisation of workshops at different working premises.

Projects have been created with the aim of encouraging physical activity, such as the holding of Sports Days, and the project to create awareness among the management team

[with 58% participation] through their involvement in a study of physical activity and health organised in collaboration with the University of Castilla La Mancha, a programme that also promoted other corporate values.

Detailed hereafter are some of the most prominent improvement projects and activities that were planned and carried out during the course of 2015 by the Health and Safety Department:

- 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.
- Development of the action plan for the Healthy Workplace management model. Preparation and distribution of the Healthy Workplace Manual.



With regard to the year 2016,
Red Electrica envisages a number of
improvement projects and targets,
in particular the **Safety and Health**
processes action plan, in which
Construction and Maintenance
Organisational Units are involved.

- Development of the action plan for the disability management model.

- Ageing comprehensive management.

- Health monitoring (both individually and collectively) and preventive and promotional activities relating to health.

- Promotion of physical exercise at REE.

- Development of the Integrated Work-life Balance Plan.

- Standardisation of the parameters used to measure prevention (arising from health inspections and risk assessments).

- Signage in confined spaces.

- Campaigns on the prevention of cardiovascular risk and muscular and skeletal disorders at various working premises.

- Campaigns on cancer prevention and flu vaccinations.

- Activities to promote a healthy lifestyle, with particular attention to physical activity and sport. Sports Days, a research study on the lifestyles of a particular group.

The targets and projects for improvement planned for 2016 include:

- Developing a plan of action to improve Health and Safety procedures, in conjunction with the Construction and Maintenance Organisational Units.

- Developing actions aimed at improving monitoring and follow-up in the area of occupational health and safety for the activities engaged in at working premises.

- Establishing actions aimed at improving the monitoring and follow-up of activities as a key element of the safety regulations.

- Developing communications strategies that enhance awareness and sensitivity among all stakeholders in respect of health and safety in the workplace.

- Distributing the healthy workplace manual with a description of the principal elements from the management system.

- Planning and Completing the 3rd Psychosocial Risk Assessment.

- Ageing comprehensive management.

- Developing the action plan for the disability management model

- Developing the integrated work-life balance plan.

- Promoting physical exercise at REE.

- Healthy eating campaign with individual consultations on nutrition and workshops on matters of general interest.

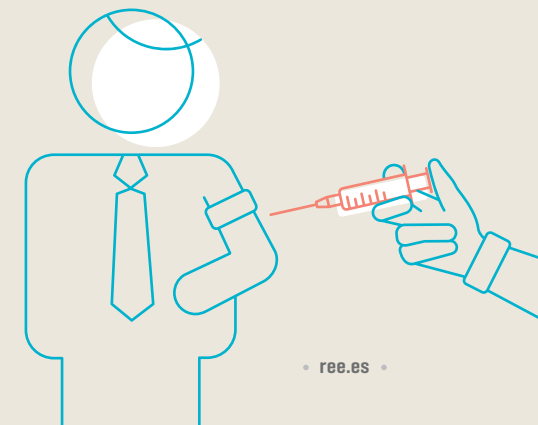




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- Active participation in working groups relating to the study of electromagnetic fields in electrical facilities. Taking measurements at premises to confirm compliance with European Directives.

- Consolidating the standardisation of measurement criteria for prevention parameters, based on the risk assessments and inspections carried out in the different geographical areas.

- Consolidating the model for classifying suppliers, taking safety criteria into account. This means evaluating the data obtained from the system used to measure the supplier activities in SSL for use in future tendering operations.

- Consolidating the cost/benefit analysis model for both health and safety in the workplace and work-life balance, by including the first results from the healthy workplace model.

- The management, improvement and possible integration of IT applications in the PRER.

Personal training and awareness

Specific training in workplace health and safety issues

Red Eléctrica has designed a classroom training programme for each job position, based on the risks associated with the professional activities involved. Mandatory qualifications have been defined in the internal regulations [AM012], consisting of the completion of the training required in order to perform the duties associated with certain job positions.

Training and awareness are fundamental tools in the integration of prevention, and particularly important in this regard is the training carried out in relation to jobs that entail electrical risk, both in courses for newly-engaged workers and in refresher courses for the consolidation and strengthening of know-how that has already been acquired.

The training programme on health and safety in the workplace was attended by 1,165 students in 2015, with a total of 5,849 training hours completed. Of the total number of hours, 7.43% were specifically devoted to training on electrical risk.

98% was classroom training, and all important accidents and incidents were analysed as part of the retraining programme provided for in the Training Plan.

The aim of this training is to strengthen the specialisation and quality of the programmes offered

and, specifically, to integrate training relating to safety in the workplace into the company's general training plan. The following tables contain data on the way that training programmes have evolved during recent years:

CLASSROOM TRAINING ON PREVENTION

Nº

	2010	2011	2012	2013	2014*	2015
People with identified training needs	-	-	1,391	1,370	1,413	1,224
Training sessions completed	114	91	69	48	65	88
Attendees	968	929	577	383	672	1,097
Hours training	9,307	8,050	6,380	3,358	6,209	5,736

The data refer to the contents of the AM012.
(*) Includes data on training relating to healthy workplace issues.

ON-LINE TRAINING ON PREVENTION

Nº

	2010	2011	2012	2013	2014	2015
People with identified training needs	-	-	-	-	2,060	-
Training sessions completed	17	13	9	1	1	4
Attendees	183	110	129	4	47	68
Hours training	183	174	129	4	47	113

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In addition to this in-house training, the company has worked together with Red Eléctrica's Corporate Academy on the training in workplace health and safety issues of the Local Operators working for the different substation maintenance Contractors.

To supplement specific training in relation to the particular risk inherent in each individual job position, Red Eléctrica provides more extensive Health and Safety training that is directly concerned with prevention and the promotion

of health in all its different aspects. In addition to the usual first aid courses, theoretical and practical workshops were offered in 2015 at different working premises as part of the campaign to promote cardiovascular health and prevent musculoskeletal disorders.

12 workshops were offered in 2015 in relation to prevention and health promotion plans and programmes. These 12 workshops were broken down into the following subjects:

CLASSROOM TRAINING ON HEALTHY WORKPLACE

Nº

2015

CARDIOVASCULAR HEALTH WORKSHOP

People with identified training needs	-
Training sessions completed	6
Attendees	173
Hours training	605

WORKSHOP FOR THE PREVENTION OF MUSCULAR AND SKELETAL INJURIES

People with identified training needs	-
Training sessions completed	6
Attendees	165
Hours training	513

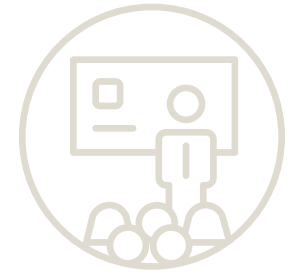
Total health workshop events **12**

Communication and awareness

During 2015, several actions taken in accordance with the internal plan for the communication of workplace health and safety, aimed at creating awareness and knowledge of the most important issues relating to prevention in a health and safety context.

Notable among the activities carried out in this area were the following:

- The preparation and distribution of a leaflet summarising the annual report, providing the information considered most important in order to create knowledge and awareness.
- Preparation of the annual report on Workplace Health and Safety for 2015, and its digital publication on the internal website. English translation and publication of a summary of the most important points.
- Publication on the internal website of news relating to campaigns to promote a healthy lifestyle, cancer prevention, flu vaccinations and other issues relating to the psychosocial environment, such



IN 2015
WE HAVE
CARRIED OUT

12
WORKSHOPS

RELATED TO HEALTH
PROMOTION AND
PREVENTION
PROGRAMMES AND PLANS



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as action to reconcile professional and private life.

- Participation in specific days relating to healthy workplace issues.
- Participation in the UNESA Occupational Medicine group.
- Participation in the group of occupational doctors in large companies.



Occupational Health and Safety Committee,
 made up of 6 workers' representatives and 6 company representatives, held 4 meetings throughout 2015 with a view to monitoring prevention and health activity.

The Committee hears the opinions of prevention officers relating to prevention policy and planning, as well as analysing proposals for improvements that are put forward by workers using established channels. It also examines the results of the internal and external audits carried out and any improvement actions implemented.

The minutes of meetings record the items discussed and are published on the internal website so they can be seen by all the company's employees and stakeholders.

During 2015, announcements were also made about the progress made in relation to the Healthy Workplace management model,

with an emphasis on the importance of encouraging everyone's participation in the different accident prevention and health promotion activities.

Regulations

Internal Workplace Health and Safety Regulations have been reviewed, restructured and extended during 2015 in order to ensure that they meet the requirements for certification and comply with changes to the legislation in force.

The following table contains a summary of the internal regulations that were reviewed and updated during the course of 2015.

EXISTING WORKPLACE HEALTH AND SAFETY REGULATIONS

Nº

	2010	2011	2012	2013	2014	2015
Policy	-	-	-	-	-	1
General procedures	2	2	2	2	2	2
Technical procedures	5	5	5	5	5	5
Technical instructions	15	15	17	17	18	18
Action guidelines	14	15	15	15	16	18

All the regulations are published on REE's internal website.

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Verification of compliance with Legal Requirements

During the course of 2015, verifications were made of the legal provisions required for compliance with the requirements of the certification system [OHSAS 18001] in the application of prevention management procedures [PRER].

All the legislation currently in force and applicable to the facilities and activities of REE has now been uploaded, along with all of the requirements that result from this legislation. Both the regulations and the requirements must be frequently updated. However, this also offers us access to an extremely complete regulatory database.

34 verifications have been successfully completed at facilities and buildings belonging to Red Eléctrica, in relation to various activities involving both maintenance and construction.



Risk Prevention Audits

During the audit for the monitoring of OHSAS 18001:2007 certification, which was carried out by AENOR in October 2015, a detailed study was made of the documentation relating to the company's prevention system [risk assessments, preventive action planning, etc.], and checks were made to confirm whether the system was in line with the requirements set out in the specifications. A number of observations and improvement points were put forward, and these were brought together in a corrective action plan.

The audit report indicated that there was evidence of the integration of preventive activity at all hierarchical levels and at all the premises visited, and it made special mention of the significant change that had occurred with the publication of the Workplace Health and Safety Manual, which had meant the explicit integration of workplace health, ergonomics and applied psychology and led to evidence of notable improvements in the global integration of the management system as compared with previous years.



The strengths of the Workplace Health and Safety Manual included the following:

- Content, level of detail and analysis made in the Annual Report prepared by the In-House Prevention Service [Healthy Workplace 2014].
- The system used for identification, signage and communication in order to carry out work in confined spaces.
- Monitoring, analysis and level of detail in the indicators associated with the different processes relating to the management of prevention activities.
- Development of the PRER computerised manager, which ensures the monitoring of preventive actions and the tracking of any associated records.



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- Progress in relation to the number of facilities affected by the Kérberos Project, which permits communication between the PRER application and the ACNE access monitoring system, thus guaranteeing that every worker (whether they work for the company or for a contractor) who enters the organisation's premises is previously registered. This means that there is an exact record of who has entered the organisation's premises and when.

- The effort devoted to the standardisation of criteria among

health and safety coordinators and external support technicians working on prevention issues.

- Support for the communication of incidents and notification of risk by the company's own staff and by contractors.
- Cleansing, arranging and signalling the Peñaflor Substation and the construction site for the Mudejar Substation.



Red Electrica was the first Spanish energy company to achieve an occupational risk prevention management system certification.

The audits conducted by AENOR have led to 51 corrective actions.

Two minor non-conformities were also identified in relation to competence, training and awareness and in relation to operational control. A corrective action plan was prepared to deal with these and all the anomalies identified have been solved.

OHSAS certification was initially obtained in September 2002, and to date the company has obtained approval in 6 monitoring reviews and three renewal processes. This endorses the work being carried out by Red Eléctrica in the area of occupational risk prevention, and it regularly ensures that the company continues to apply the latest and most demanding requirements for health and safety in the workplace, going beyond the standards set out in current legislation.

Red Eléctrica was the first Spanish energy company to gain certification for its occupational risk prevention management system.

As a result of the internal audits carried out by AENOR, a total of 51 corrective actions have been implemented to correct the deviations and observations identified.



OHSAS CERTIFICATION

ACHIEVED IN SEPTEMBER 2002



04

Physical workplace environment



A key target in occupational risk prevention is ensuring people a safe development of the tasks related to their job post. The physical setting plays a very important role here.

Occupational safety

Risk assessment

Risk assessment represents one of the main tools in any occupational risk prevention management system. 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.

Red Eléctrica de España has assessed the risk involved in all jobs at all of its working premises.

Entry of these assessments in the company's prevention



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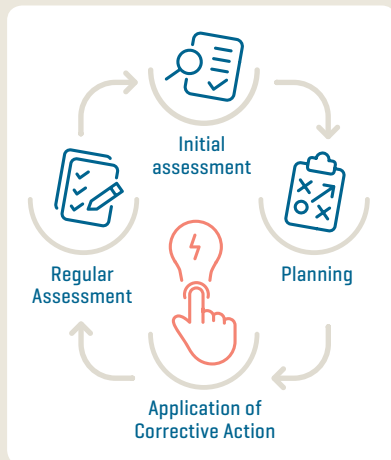
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management IT tool means that all risk assessments can be monitored and tracked, along with any associated corrective action.

Risk assessments require any defects to be corrected within the time periods allocated, and these periods are always based on the degree of risk assigned by the prevention specialist.

50 risk assessments were carried out at the company's facilities during 2015. These provided precise and up-to-date information on the risk factors that required action and led to a total of 52 corrective actions, of which more than 62% have already been implemented.

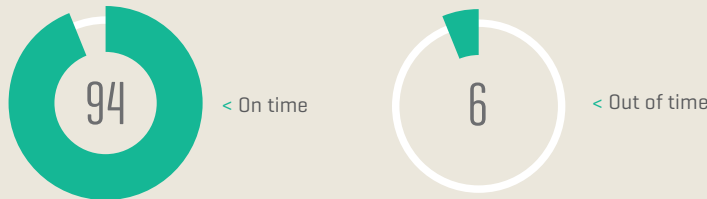


The details of all the corrective actions arising from risk assessments (including those pending from previous years) are as follows:

CORRECTIVE ACTIONS SUMMARY RISK ASSESSMENT



CORRECTIVE ACTIONS COMPLETED



Of the 52 corrective actions initiated and pending completion as a result of the risk assessments carried out, 36 have been solved and closed, accounting for 69% of the defects detected. Once the area responsible for a defect has

been informed, the system sets a maximum period for its correction. At the present time, 93.68% of defects have been corrected within the time allocated. 15% of defects remain unresolved, though 85.29% of these remain within their allocated correction time.



50

RISK ASSESSMENTS IN 2015

52 NEW

CORRECTIVE ACTIONS

62% SOLVED

Risk assessments have also been carried out individually on 3 employees who have had some kind of restriction placed on their professional duties as a result of limitations detected during the medical check-ups carried out.



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Organisation and preparation of work

The action taken by the company has been particularly directed towards complying with the rules set out in the organisational procedures relating to the preparation of work, in such a way that safety forms an integral part of the process from the moment that the planning of a particular job begins.

The completion of construction or maintenance work on power lines and substations by the company's own employees or contractors is the activity that entails the higher risks for REE and the one that has therefore required the majority of its preventive actions.

As part of its supplier classification programme, REE pays special attention to ensuring that the people with responsibility on site are aware of the safety criteria that apply at the company's facilities.

In this regard, special importance is paid to the preparation of safety studies, the review of safety plans or procedures in accordance with the legal rules in force, and participation in project launch meetings for the purposes of

ensuring that all technical personnel apply the safety measures described in these documents.

Supplier safety classification

During the course of 2015, 104 Supervisors and 210 Forepersons were given safety training.

The training of Safety Coordinators and particularly site and works supervisors has become a key element in ensuring the deployment of programmes for efficiency in prevention, programmes that form a necessary part of the approach to prevention applied by REE.

At the same time, the company continues to require that when it contracts companies to carry out certain activities classified as high risk, the workers acting as Forepersons on such activities must be properly certified. This certification is awarded by the Health and Safety Service, after the said Forepersons have undergone a test in which they must demonstrate that they are aware of the prevention regulations set out in law and the regulations established by REE as part of its safety procedure.

SUPERVISORS AND FOREPERSONS

Staff	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015
Certified Supervisors	102	148	142	115	80	110	75	67	154	104
Certified Forepersons	144	128	120	112	112	292	475	354	211	210

ACTIVITIES THAT REQUIRE A CERTIFIED FOREPERSON

[*] Activity	
01 Work on the foundations for overhead lines (Civil Engineering)	Yes
02 Work on the supports for overhead lines (Frames and Hoisting)	Yes
03 Work on conductors and transmission cables (overhead and others)	Yes
04 Work on transmission cables (replacement and others)	Yes
06 Work on underground lines (Civil Engineering in trenches and galleries)	Yes
07 Work on underground lines (Assembly of elements)	Yes
08 Work on underground lines (hanging cables in trenches and galleries)	Yes
12 Civil engineering work at substations	Yes
13 Electro-mechanical assembly work at substations	Yes
14 Vacuum, p.e.s. and p.e.t. testing at substations	Yes
16 Specific refurbishment of equipment at substations and other facilities	Yes
22 Pruning, Cutting and Clearing Work	Yes
23 Painting / silicon coating work	Yes
30 Maintenance in relating to HT Electricity	Yes
31 General line maintenance (only Supp. Teams)	Yes
32 General underground line maintenance (only Supp. Teams)	Yes
34 General substation maintenance (only Supp. Teams)	Yes
41 Construction work at buildings	Yes
54 Dismantling, scrapping and clearing of residue	Yes

[*] PRER Activity Code.



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The company had the following certified personnel by the end of 2015:

TOTAL NO. OF CERTIFIED PERSONNEL

Nº

Total no. of certified supervisors	425
Total no. of certified forepersons	2,475
No. of companies with at least one certified forepersons	158
Total no. of certified coordinators	36

Red Electrica's corporate rules demand that all contract awarded companies must work out a **Safety Plan / Procedure** where the preventive organisation and the means to be used shall be specified.



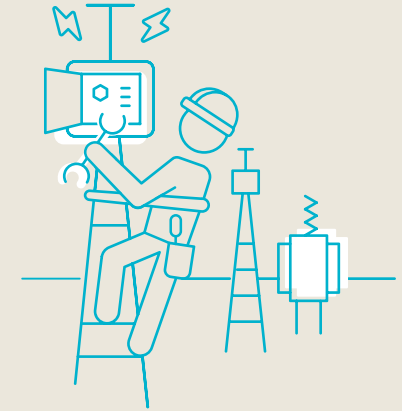
– Coordination of preventive actions

Spanish Health and Safety at Work Act 31/95 specifies a general duty to plan basic preventive action prior to commencing work. For work in the construction sector,

this planning is governed under Royal Decree 1,627/97, through the preparation and submission of the necessary documentation that shows the tasks to be performed, the risks associated with the work in question and the preventive measures to be implemented.

Safety studies are prepared by the safety service and the regulations state that these must be submitted to contracting companies together with any invitation to bid. Contracting companies must take them into account when submitting their bids. The successful bidder must prepare a Safety Plan using this information.

In its safety plan, the company contracted to carry out the work will describe the way it is going to complete the work and the organisation that it is putting in place to ensure that its duties are performed in optimum safety conditions.



For work that is not regulated under Royal Decree 1,625/97, the regulations approved by Red Eléctrica require the contracted company to provide a description of the safety procedures in which it details its preventive organisation and the resources to be used, in the same way as required for construction works.

During 2015, 68 Safety Studies were prepared and more than 1,805 Safety Plans / Procedures were approved. These break down as follows:

SUMMARY OF ACTIVITIES 2015

Nº

Power Line Safety Studies	27
Safety Studies for Substations and other facilities	41
Plans / Procedures for working on Power Lines	561
Plans / Procedures for working on Substations and other centres	1,244



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The following table shows the way that the management of the coordination of corporate activities has evolved in recent years, and it therefore reflects the way that business has progressed.

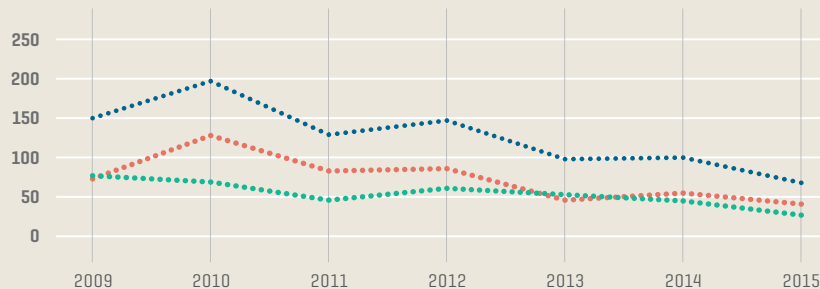
SAFETY STUDIES AND PLANS

Nº

Activity	2009	2010	2011	2012	2013	2014	2015
Power Line Safety Studies	77	69	46	61	52	45	27
Substation Safety Studies	73	128	83	86	46	55	41
Plans / Procedures for working on power lines	412	680	843	847	655	680	561
Plans / Procedures for working on substations and other centres	860	939	1,164	1,651	1,075	1,147	1,244

EVOLUTION OF THE SAFETY STUDIES COMPLETED

Nº



... Power line studies ... Substation and other facilities studies ... Total approved

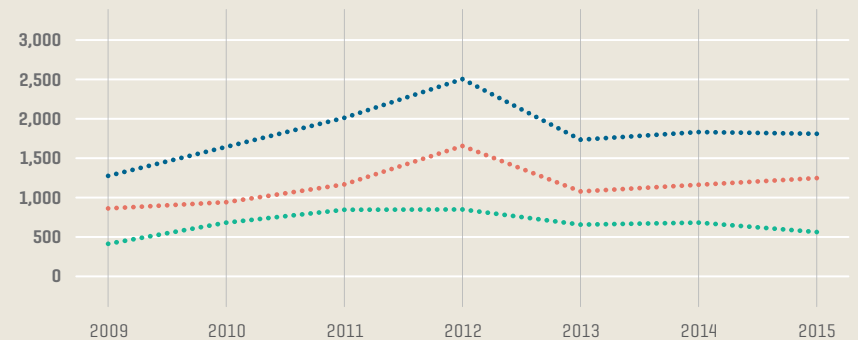
**IN 2015
REE CARRIED OUT**

**68
SAFETY
STUDIES**

**1,805 SAFETY
PLANS /
PROCEDURES**

EVOLUTION OF PLANS / PROCEDURES

Nº



... Plans / Procedures on power Lines ... Plans/Procedures on substations ... Total approved



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Access monitoring system. Kérberos Project

Given the difficulties involved in managing and monitoring all the personnel accessing the company's facilities, the company decided to develop the Kérberos project to monitor access to its facilities, with the idea of extending it over a 10-year period to all of the company's premises.

To this end, in June 2014, implementation work began using the PRER and ACNE applications, and the system was installed at 14 premises in order to check its viability.

In general terms, for supplier personnel the system works as follows:

- Each supplier enters the details of its personnel in the PRER database, providing the necessary documentation depending on the category of each person.
- Using the PRER application, suppliers assign both company and subcontracted employees from that database to the safety plans and procedures that they have approved.

- Each day, PRER generates a file containing the access permits and this is sent to the Access Monitoring System (ACNE), so that each worker has the necessary permission to access the facilities for which he or she is authorised. This permission takes different forms, depending on the category of the personnel involved.

- The company's facilities have been fitted with the infrastructure required for the members of staff to enter and validate their codes when entering and leaving the premises.

- When these people want to enter the premises, they have to enter their personal code in the system, which records access and informs the worker whether he or she is or is not authorised, subsequently allowing or denying entry.

- On the basis of all the recorded entries and exits, a daily report is generated and this is sent to the PRER application so that it can be consulted by authorised Red Eléctrica personnel.

By the end of 2015, 86 premises had been fitted with and were running the Kérberos System, and at least one of these premises had the system



installed in each of its departments. To date, 20,000 entries have been recorded.

Performance measurement

As part of its integrated protection system, REE has established that verification of the necessary safety conditions is not only the duty of the safety service personnel and safety coordinators; the organisational units must also participate in monitoring these conditions through the person of the works supervisor.

Safety service personnel regularly visit work sites to check levels of compliance with established procedures and to assist with preventive action.

Safety coordinators are entrusted with this duty under the legal regulations that establish that it is compulsory to have someone appointed to this position on all construction sites.



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Works supervisors, as the people who are either permanently stationed at the work site or pay frequent visits, are in a preferential position to provide information on levels of compliance with the regulations governing prevention.

The implementation of inspection models allows standardisation of criteria for everyone who carries out inspections, and the information received can therefore be compared, regardless of the place, company or individual submitting the information.

More than **14,319 inspections** were carried out during the course of 2015. Inspections were focused on work in which a higher probability of the risk of accidents was expected.

The following table shows the way that performance measurement has evolved, and this also reflects the way that business has progressed.



More than **14,319 inspections** have been conducted during 2015 in those works at greater risk of having occupational accidents, using models to allow the **standardisation of criteria** and the comparison of the information received.

TYPE OF INSPECTION

Nº

	2009	2010	2011	2012	2013	2014	2015
Inspections by coordinators	2,081	2,407	3,148	10,194	8,448	7,945	7,672
Inspections by supervisors / REE technical staff	1,170	1,709	1,902	2,225	3,943	4,619	6,647
Total REE	3,251	4,116	5,050	12,419	12,391	12,564	14,319

Of the total number of inspections, 38.97% were carried out on Construction works and 55.91% on Maintenance works and activities.

The remainder were carried out on Engineering, Environmental and HR procedures.

EVOLUTION OF SAFETY INSPECTIONS

Nº

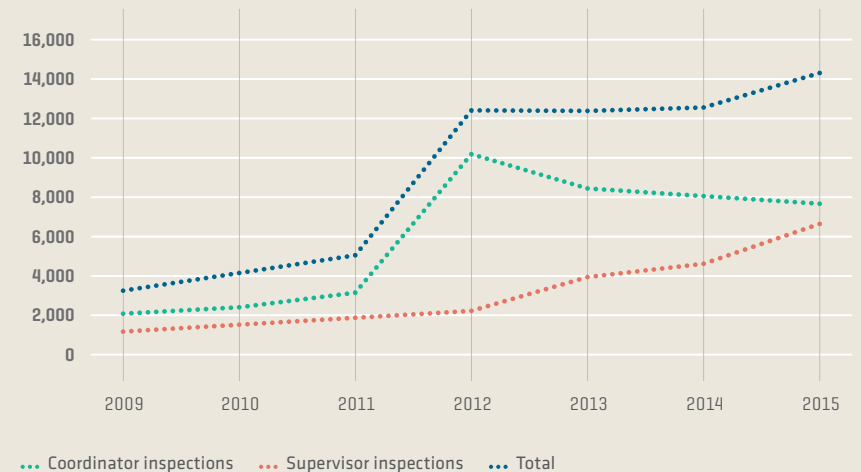




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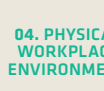
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02. HEALTHY WORKPLACE MANAGEMENT MODEL



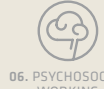
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As a result of these **inspections**, **2,364 corrective actions** were earmarked for resolution, and of these 2,248 were solved during 2015. Of the actions solved, 97% were completed within the allotted time. In comparison with previous years, mention should be made of both the increase in the number of corrective actions recorded and the high number of actions that were completed during the course of the year, up to 99% of the actions initiated.

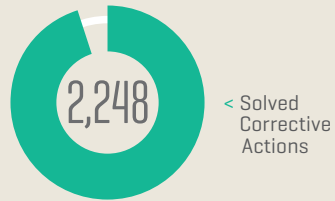
A further result of the operational monitoring process carried out on the company's works and activities was the issue of a total of **209 risk notifications**, resulting

in the initiation of 193 corrective actions by both Red Eléctrica and by its contractors, of which 169 have now been completed and fully corrected.

CORRECTIVE ACTIONS SUMMARY

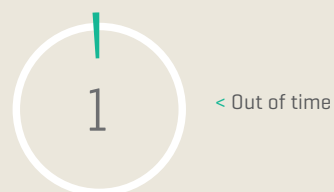
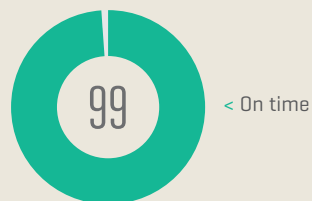
SAFETY INSPECTIONS

Nº



SOLVED CORRECTIVE ACTIONS

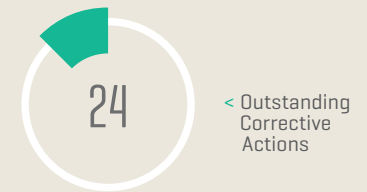
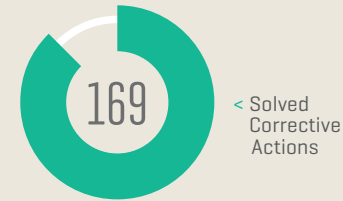
%



CORRECTIVE ACTIONS SUMMARY

OPERATIONAL CONTROL

Nº



CORRECTIVE ACTIONS

2,248

CLOSED IN 2015

97% IN DUE TIME



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Corrective Actions

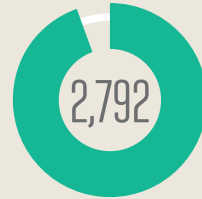
As indicated in the various sections analysed in the report, the management and analysis of risk assessments, accidents, incidents, risk notifications and safety inspections, along with the outcome of the audits carried out, gave rise to a series of corrective actions by the heads of the different organisational units, as well as by contractors.

An overall summary of all the actions that were initiated in 2015 breaks down as follows:



Corrective actions enable risk situations in the working environment to be monitored, tracked and controlled, and contribute to the decrease of accident rates.

CORRECTIVE ACTIONS SUMMARY GLOBAL SUMMARY

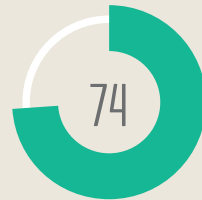


< Solved Corrective Actions

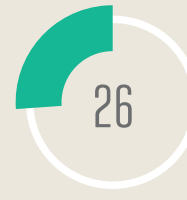


< Outstanding Corrective Actions

SOLVED CORRECTIVE ACTIONS



< On time



< Out of time

Particular mention should be made of the high percentage of corrective actions completed as a proportion of the total number initiated over this period, some 98% in all. At Red Eléctrica we are convinced that the monitoring and tracking of the risk situations that arise in relation to the different activities engaged in at the company's facilities and work sites will lead to improvements in controlling the risk involved in such work and a reduction in accident

N°

rates which, though low, must be subject to our sole objective of reducing the number of accidents and incidents occurring during the work and other activities carried out on our premises.

Management of safety equipment

The correct selection and use of safety equipment is a highly important preventive measure involved in performing a particular duty. This is particularly the case when it is not possible to eliminate all the risk involved at source. In these cases, the use of the proper collective and individual safety equipment is one of the main preventive measures that can guarantee a worker's protection.

The prevention service pays particular attention to the selection and normalisation of clothing and individual and group protective equipment that are best suited to the company's activities, bearing in mind best practices and new technical and technological developments.



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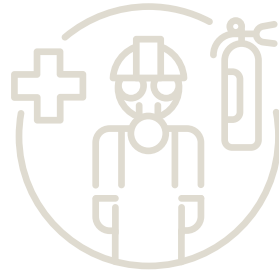
06. PSYCHOSOCIAL WORKING ENVIRONMENT



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08. INDICATORS



SPECIFICATION SHEETS PUBLISHED IN THE INTERNAL WEBSITE IN 2015

125
SAFETY EQUIPMENT

42
CHEMICALS

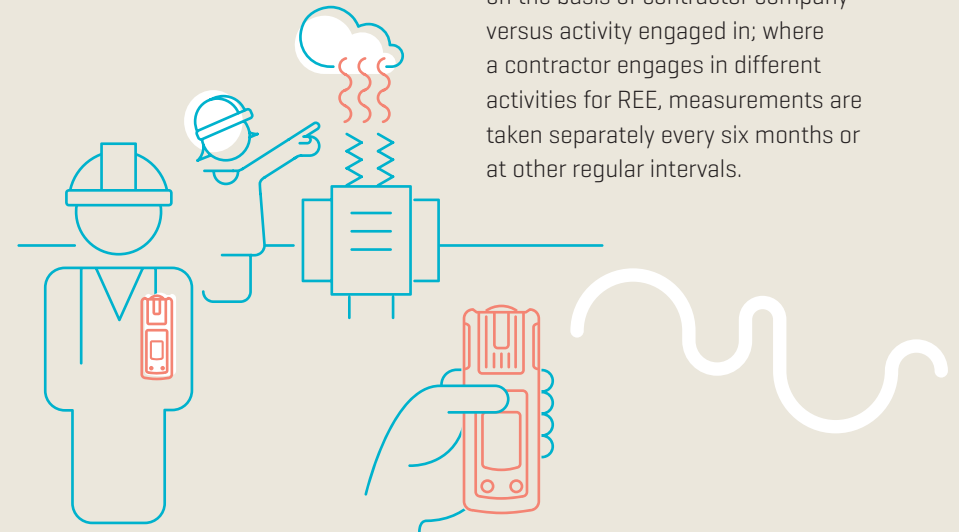
The prevention service checks that stocks in the General Stores are renewed over the course of the year, in order to ensure that all requests for safety materials submitted by the various working premises can be attended to.

Each type of equipment or group of similar equipment has its own specification sheet that is published on the internal website and kept up-to-date. These specification sheets describe the most important characteristics, form of use and maintenance conditions for each kind of equipment. By the end of 2015, 125 of these specification sheets had been published for safety materials, and a further 42 for chemical materials.

New equipment was selected and normalised during the course of 2015 in view of the demand for work in Confined Spaces. In particular, an escape system with tripod and winch for the evacuation of the injured, together with all the necessary auxiliary equipment. These items have been tried in practice drills and their effectiveness has been confirmed. Training courses have been given to all the people likely to require them.

New portable gas detectors and analysers have been purchased, and these allow measurements to be taken both before and during work in confined spaces. These are able to analyse the four most important levels: Ex, O₂, CO and H₂S.

New chemical-type escape equipment has been identified for emergency situations, as an alternative for the equipment that is currently installed (using compressed air bottles). The new equipment displays significant advantages: there is no risk of loss of pressure, it is easier to maintain and it weighs less, among other advantages.



Assessment of Contractors, based on their prevention activities

Red Eléctrica wants to encourage the prevention efforts made by its Suppliers in their implementation of best practices in performing their health and safety duties in the workplace, and it assesses the results obtained so that they can be taken into consideration in future tendering processes.

In order to evaluate these efforts, the company has for several years been improving the methods it uses to measure results in the area of Prevention, separating these results out by activity in order to standardise assessment. Measurements are taken on the basis of contractor company versus activity engaged in; where a contractor engages in different activities for REE, measurements are taken separately every six months or at other regular intervals.



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All suppliers can track their results evolution.

The following items are taken into account and evaluated when making this measurement:

- Accident rate results. Compares the severity rate for both company and activity with the severity rate for all the companies that engage in the same activity. It carries a 30% weighting.
- Monitoring of information on accident rates. Measures the monitoring by each supplier's prevention service of the accident rates occurring at the company in question, evaluating the time taken to prepare detailed reports of accidents. It carries a 15% weighting.
- Results from safety inspections and risk notices. An average score is awarded on the basis of both company and activity for any deficiencies recorded as a consequence of the safety inspections carried out and the risk notices issued. It carries a 15% weighting.
- Efficiency in the adoption of corrective actions. This involves measuring the speed at which efficient corrective measures are adopted. It carries a 15% weighting.
- Amount of subcontracting used. This is an index showing the amount of subcontracting used. It carries a 5% weighting.
- Reviews of plans and procedures. Measures the number of reviews carried out and rejections made prior to approval of the Safety Plan / Procedure prepared by the supplier. It carries a 5% weighting.
- Proposed improvements. Measures the average score attained per company and per activity as a consequence of the proposed improvements made and assessed. It carries a 15% weighting.



PRER is a corporate application that has been updated with 61 upgrades; it operates all **Occupational Safety Information** according to the area and to the respective user role, maintaining traceability throughout all processes.

Management tool. PRER

The updating of the corporate workplace safety tool (PRER) with the development and incorporation of 61 improvements has meant an easier use for both internal and external users and has strengthened application of the results obtained. All Workplace Safety information is managed using this application, which provides users with the information they require in a particular area, depending on the duties they perform in their respective roles. In the meantime, a record is kept of all the actions taken in each process.

The following tables show some of the user figures for 2015 and the way that access by both internal and external personnel has evolved. Making it possible for all stakeholders involved in workplace safety procedures to obtain access to the documentation required for each process has led to significant advances in the management and effectiveness of health and safety in the workplace.



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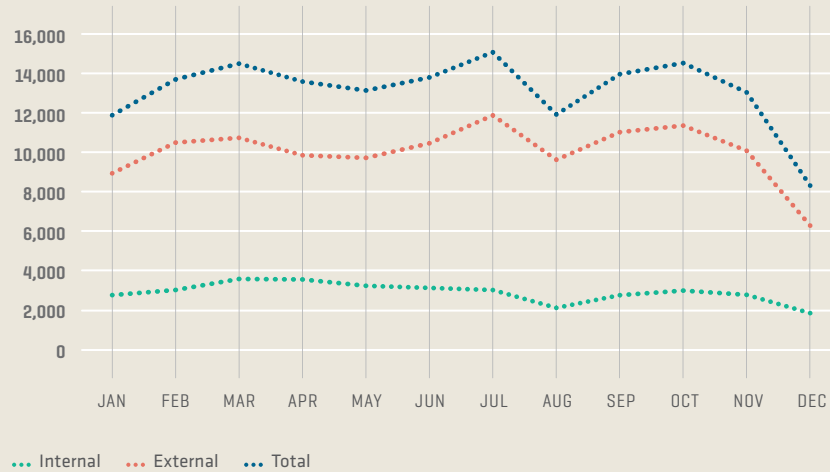


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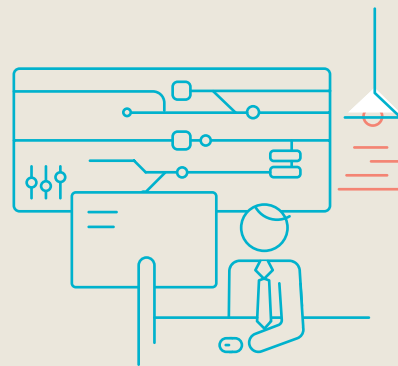
PRER ACCESS RECORDS DURING 2015



As regards the data relating to **processes managed during 2015**, particular mention should be made of the following:

Safety studies carried out	68
Safety plans approved	561
Safety procedures approved	1,244
Accidents managed	152
Incidents recorded	173
Risk notices issued	209
Work inspections	14,319
Corrective actions initiated	2,955

During 2016 we will continue to make changes that will help us to make improvements to each of the application's processes.



Ergonomics and industrial hygiene

Following integration of the special technical disciplines of industrial hygiene and ergonomics into the Health and Safety management system, an ergonomic evaluation of all individual job positions was completed in 2013.

Ergonomic evaluation of individual jobs

An improvement action plan was drawn up on the basis of the risk assessment, and this was implemented during 2014.

The first of the measures consisted of giving notice of the changes identified in working environments that involve the use of data visualisation screens, which, while still representing a tolerable risk, now have very simple solutions that are available to the workers themselves, since they merely need

to be aware of the circumstances and know what improvement actions can be implemented in practice.

Other actions were taken:

- On-site correction by an expert of incorrect posture, with personalised recommendations for office workers.
- Conferences for the prevention of musculoskeletal problems.
- Workshops to improve musculoskeletal health, lower back pain classes.
- Analysis of the improvements proposed in the management of office spaces, lighting and temperature conditions. Recommendations for the improved management of office spaces were passed on to the persons in charge for analysis and consideration in future scenarios.





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- Analysis of the measures proposed by specialist assessors to improve the completion of maintenance work with heads of department. The heads of Demarcation were informed of the aspects that required improvement in the execution of various maintenance duties, in a search for specific proposals and the adoption of measures.
- Particular mention should be made of the training of a specialist group to analyse and improve the positioning of earthing lines using the kinds of poles currently used in efforts to find new, more ergonomic and safe designs. The development of an earthing system using lines has been completed. This system is being passed around among various Demarcations for use and assessment.

- In this regard, to facilitate the positioning of earthing lines, the facilities that have requested them have been fitted with power down-lines, which permit the connection point to be lowered by three metres, thus reducing the length and weight of the earthing cable to be lifted with the pole. This issue was discussed at the last Meeting of the Health and Safety Committee.

– Electromagnetic fields

Bearing in mind that Directive 2013/35/EU on electromagnetic fields is scheduled to come into force in 2016, we have analysed it and established actions aimed at guaranteeing the health and safety of any workers that could be exposed. To this end, a programme for the measurement of electromagnetic fields has been set up at 42 facilities, and work started at the end of 2015.

– Specific training in SF₆

Although the hygiene-related risks detected at facilities during the various risk assessments show a minimal level of incidents, particular mention must be made in this section of the training

Red Eléctrica's Corporate School, with authorised centres in San Sebastián de los Reyes (Madrid) and in Vitoria, undertakes the training programmes for SF₆ gas exposure and handling, pursuant to law.

activities offered to a large number of people employed in the maintenance of facilities where there is a risk of exposure to sulphur hexafluoride (SF₆) and the products into which it decomposes.

Red Eléctrica's Corporate Academy has two authorised centres, one in San Sebastian de los Reyes (Madrid) and one in Vitoria, that offer the necessary theoretical and practical classes for handling SF₆ gas, in accordance with the terms of Royal Decree 795/2010, which governs the marketing and handling of fluorinated gases and equipment in which they are used, along with

certification of the professional staff that use such gases.

Some parts of these courses have been devoted to specific training in workplace health and safety with regard to the risks associated with SF₆ and its derivatives.





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Accident management

All accidents occurring at Red Eléctrica's facilities during construction and maintenance work are managed in accordance with an internal procedure. Such work is classified as part of Red Eléctrica's corporate purpose, and it must therefore be monitored and followed up.

The following table shows the general statistical data for the accidents that occurred during 2015 involving employees of Red Eléctrica and its Contracted Companies. A detailed explanation and breakdown of these figures is included in the chapter dealing with Accident Statistics.

Activity	REE personnel		Contractor personnel	
	2015	2014	2015	2014
Average no. of employees	1,704	1,676	2,950	3,336
No. of hours worked	2,872,998	2,832,440	4,986,224	5,637,084
No. of accidents	45	22	107	119
Industrial	39	17	105	113
Loss of worker [fatal]	-	-	2	-
Loss of worker [serious]	-	-	11	4
Loss of worker [mild]	13	8	51	84
No loss of worker	26	9	41	25
In transit	5	5	1	5
Loss of worker [fatal]	-	-	-	-
Loss of worker [serious]	-	-	1	-
Loss of worker [mild]	-	3	-	1
No loss of worker	5	-	-	-
Other causes	1	-	1	1
Loss of worker [fatal]	-	-	-	-
Loss of worker [serious]	-	-	1	-
Loss of worker [mild]	1	-	-	1
Days lost due to industrial accidents	348	393	15,347	4,040
Rates				
Industrial Accidents				
Frequency rate [lf]	4.52	2.82	12.84	15.60
Severity rate [lg]	0.12	0.14	3.08	0.72
Incidence rate [li]	7.63	4.77	21.69	26.37
Average duration of inability to work	26 days	49 days	57 days	37 days

Definitions:

Frequency rate: no. of industrial accidents resulting in leave for every million hours worked.

Severity rate: no. of days lost due to industrial accidents + fatal accident and incapacity rate for every thousand hours worked.

Incidence Rate: no. of accidents resulting in leave for every one thousand workers.

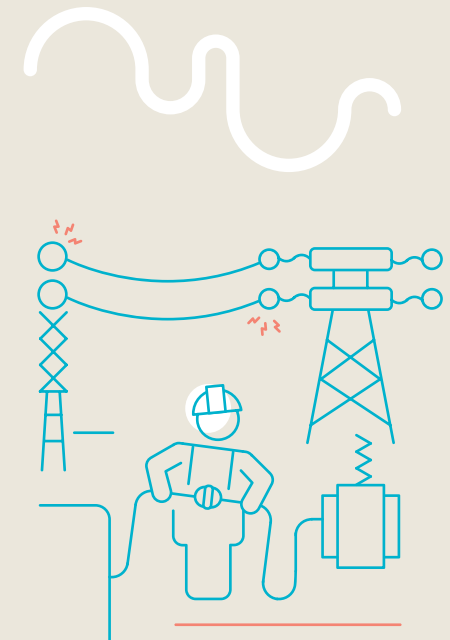




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08. INDICATORS

Of the figures that result from the global data for work carried out at Red Eléctrica's facilities in 2015, the following deserve particular mention:

- Although there were improvements during 2015 in the levels of inspection and monitoring of the activities carried out at the company's facilities, there were unfortunately two fatal accidents involving contractor personnel at two of REE's sites.

- In order to encourage and improve safety in all its aspects, a multidisciplinary working group has been created to complete an analysis and diagnosis of the current situation and prepare an Action Plan to support the development of best practices in industrial health and safety and prevent the recurrence of similar situations in the future.

- Activity measured in terms of hours worked by REE personnel remains at similar levels to previous years. As regards the data relating to contractors, there has been a reduction in the number of hours worked in comparison with previous years, mainly in respect of construction work. These figures give an idea of the levels of construction and maintenance work carried out.

Monitoring and follow-up activity was strengthened in 2015 with regard to prevention measures relating to work carried out by our contractors at REE's facilities.

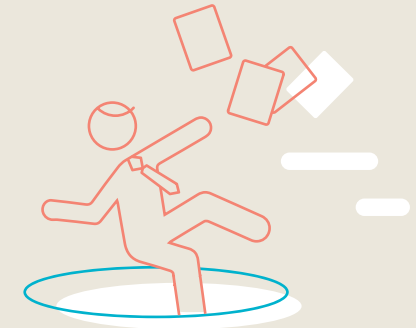
- Preparation work has been improved in order to guarantee the best health and safety conditions, with the holding of kick-off and follow-up meetings for the majority of the work carried out in the areas of both Construction and Maintenance.

- Improvements have been made to the prevention documentation processes to make them simpler and more effective.

- The inspection process used to check working conditions has been maintained, with active involvement from all the different technical departments.

- Significant efforts have been employed by the organisational units to complete corrective action arising from assessments, inspections and the notification of accidents and incidents, and this has led to an improvement in safety conditions at all facilities.

All accidents and incidents, i.e. any unexpected events that have not actually caused any personal injuries, either to contractors or to employees of Red Eléctrica, have been analysed so that the cause can be identified and the relevant corrective action taken, with a view to avoiding similar situations in the future. As a consequence of this analysis and management of accidents and incidents, a total of 271 corrective actions have been implemented, with the results shown in the following figure.



All accidents and incidents, either affecting Red Eléctrica or its contractors, have been analyzed and managed so that the cause can be identified with a view to avoiding similar situations in the future, a total of 271 corrective actions have been implemented.



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08. INDICATORS

Workplace Accident Statistics

The following table shows the statistical data for the accident records of Red Eléctrica and its contractors, along with a comparison with other business sectors.

Evolution of the most significant data for Red Eléctrica personnel

	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015
Industrial accidents resulting in leave [mild]	16	11	10	12	17	10	12	7	8	13
Industrial accidents resulting in leave [serious]	2	-	-	-	1	-	3	-	-	-
Fatal accidents in the workplace	2	-	-	-	1	1	-	-	-	-
Accidents caused by electricity	-	1	-	1	1	1	-	-	-	-
Days lost	12,369	195	352	156	6,616	6,139	770	332	393	348
Frequency rate	7.19	4.85	4.21	4.69	7.09	3.96	5.34	2.49	2.82	4.52
Severity rate with scale	5.56	0.23	0.15	0.11	2.34	2.21	0.27	0.12	0.14	0.12
Severity rate without scale	0.16	0.23	0.15	0.11	0.10	0.05	0.27	0.12	0.14	0.12
Incidence rate	10.89	8.39	7.25	8.05	11.99	6.60	9.07	4.23	4.77	7.63

Nº

Evolution of the most significant data for contractors

	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015
Industrial accidents resulting in leave [mild]	68	111	124	100	117	91	102	105	84	51
Industrial accidents resulting in leave [serious]	4	1	2	15	11	9	7	4	4	11
Fatal accidents in the workplace	4	1	-	-	1	1	-	-	-	2
Accidents caused by electricity	-	6	1	2	-	-	-	-	-	4
Days lost	25,302	9,256	7,705	8,066	9,508	9,106	3,963	5,368	3,437	15,347
Frequency rate	18.90	27.13	25.61	21.25	22.01	17.62	18.22	17.99	15.61	12.84
Severity rate with scale	7.03	2.26	1.44	1.60	1.58	1.59	0.66	0.89	0.61	3.08
Severity rate without scale	0.36	0.73	1.44	1.60	0.56	0.54	0.66	0.89	0.61	0.67
Incidence rate	41.62	32.13	40.14	36.12	37.13	29.95	30.97	30.90	26.37	21.69

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08. INDICATORS

Comparison of accident rates

COMPARISON OF FREQUENCY RATE

Nº

	2009	2010	2011	2012	2013	2014
Red Eléctrica	4.69	7.09	3.96	5.34	2.49	2.82
Electricity Sector (1)	4.32	3.70	2.92	2.29	1.67	1.77
Energy, Gas and Water Sector (2)	20.90	18.40	15.20	12.40	10.60	8.80
Industrial Sector (2)	40.10	38.20	34.60	28.40	27.70	28.60
REE contractors	21.25	22.01	17.62	18.22	17.99	15.61

[1] Source: Unesa Report.

[2] Source: Statistics from the Ministry of Employment and Social Welfare.

COMPARACIÓN ÍNDICE DE GRAVEDAD [SIN BAREMO]

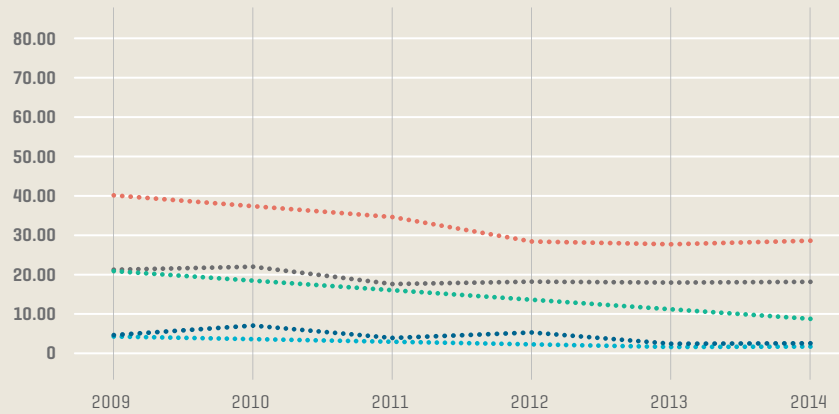
Nº

	2009	2010	2011	2012	2013	2014
Red Eléctrica	0.11	0.10	0.05	0.27	0.12	0.14
Electricity Sector (1)	0.20	0.17	0.14	0.11	0.09	0.10
Energy, Gas and Water Sector (2)	0.64	0.55	0.49	0.41	0.39	0.31
Industrial Sector (2)	1.00	0.99	0.93	0.78	0.81	0.83
REE contractors	1.60	0.56	0.54	0.66	0.89	0.61

[1] Source: Unesa Report.

[2] Source: Statistics from the Ministry of Employment and Social Welfare.

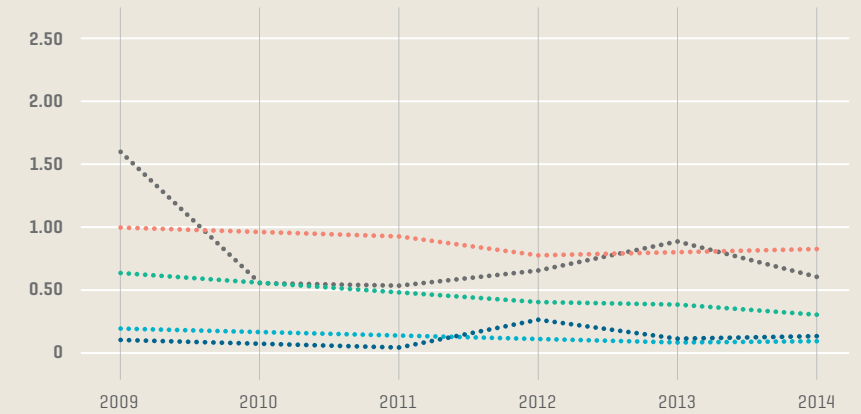
FREQUENCY RATE BY BUSINESS SECTOR



... REE ... Electricity Sector ... Energy, Gas & Water Sector ... Industrial Sector ... REE Contractors

The Frequency rate is the number of workplace accidents resulting in leave (of at least 1 day) for every million hours worked.

SEVERITY RATES BY BUSINESS SECTOR



... REE ... Electricity Sector ... Energy, Gas & Water Sector ... Industrial Sector ... REE Contractors

The Severity Rate is the number of days lost due to workplace accidents with worker leave for every thousand hours worked.



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Comparison of accident rates

COMPARISON OF INCIDENCE RATE

Nº

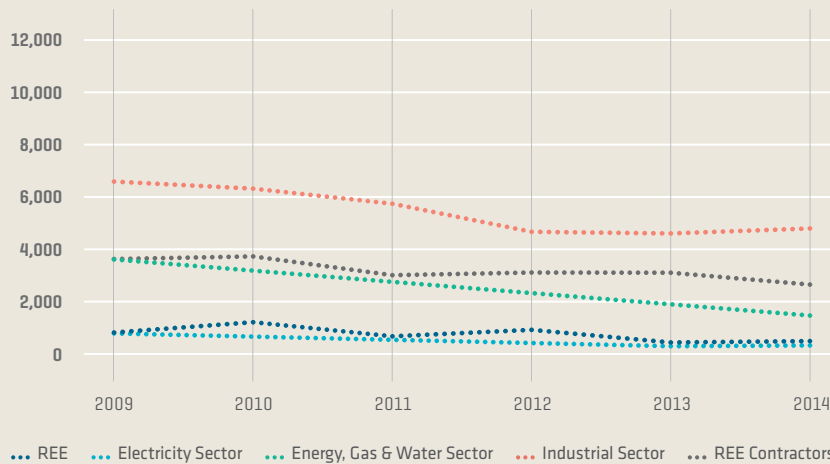
[ACCIDENTS FOR EVERY ONE HUNDRED THOUSAND WORKERS]

	2009	2010	2011	2012	2013	2014
Red Eléctrica	805	1,199	660	907	423	477
Electricity Sector ⁽¹⁾	771	610	472	376	282	312
Energy, Gas and Water Sector ⁽²⁾	3,598	3,118	2,568	2,086	1,764	1,454
Industrial Sector ⁽²⁾	6,572	6,302	5,725	4,652	4,590	4,781
REE contractors	3,612	3,713	2,995	3,097	3,090	2,637

[1] Source: Unesa Report.

[2] Source: Statistics from the Ministry of Employment and Social Welfare.

INCIDENT RATES BY BUSINESS SECTOR



The Incident Rate is the number of accidents during working hours for every hundred thousand workers exposed.

Between 2009 and 2014 Red Electrica's employees accident rate has dropped by approximately 40%.

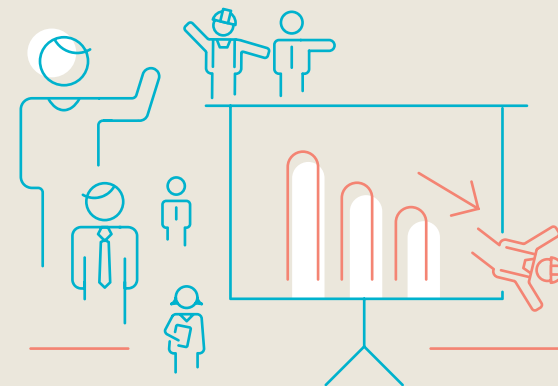




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Risk Map

-
Distribution of industrial accidents resulting in leave.
By business activity

INDUSTRIAL ACCIDENTS 2015

PRER Activity Code	Activity	REE	Contractors
02	02 Assembly and hoisting work on the supports for overhead lines	-	5
03	Work on conductors and transmission cables (overhead and others)	-	6
04	Work on transmission cables (replacement and others)	-	7
06	Work on underground lines [Civil Engineering in trenches and galleries]	-	2
07	Work on underground lines [Assembly of elements]	-	1
11	Earth movement work at substations	-	1
12	Civil engineering work at substations	-	8
13	Electro-mechanical assembly work at substations	-	6
16	Specific refurbishment of equipment at substations and other facilities	-	4
18	Completion of communications work on the cable network (OF)	-	1
25	Painting / silicon coating work on overhead lines	-	5
27	Pruning, Cutting and Clearing Work	-	11
31	General line maintenance (only Supp. Teams)	5	-
34	General substation maintenance (only Supp. Teams)	3	2
39	Other miscellaneous work / Other maintenance	-	1
41	Construction work at buildings	-	1
43	Miscellaneous maintenance of buildings and working premises	-	1
44	Building cleaning / Gardening / Surveillance / Other...	-	2
56	Corporate management and administration	5	-
	Total	13	64

[*] PRER Activity Code.

DISTRIBUTION OF

INDUSTRIAL ACCIDENTS RESULTING IN LEAVE

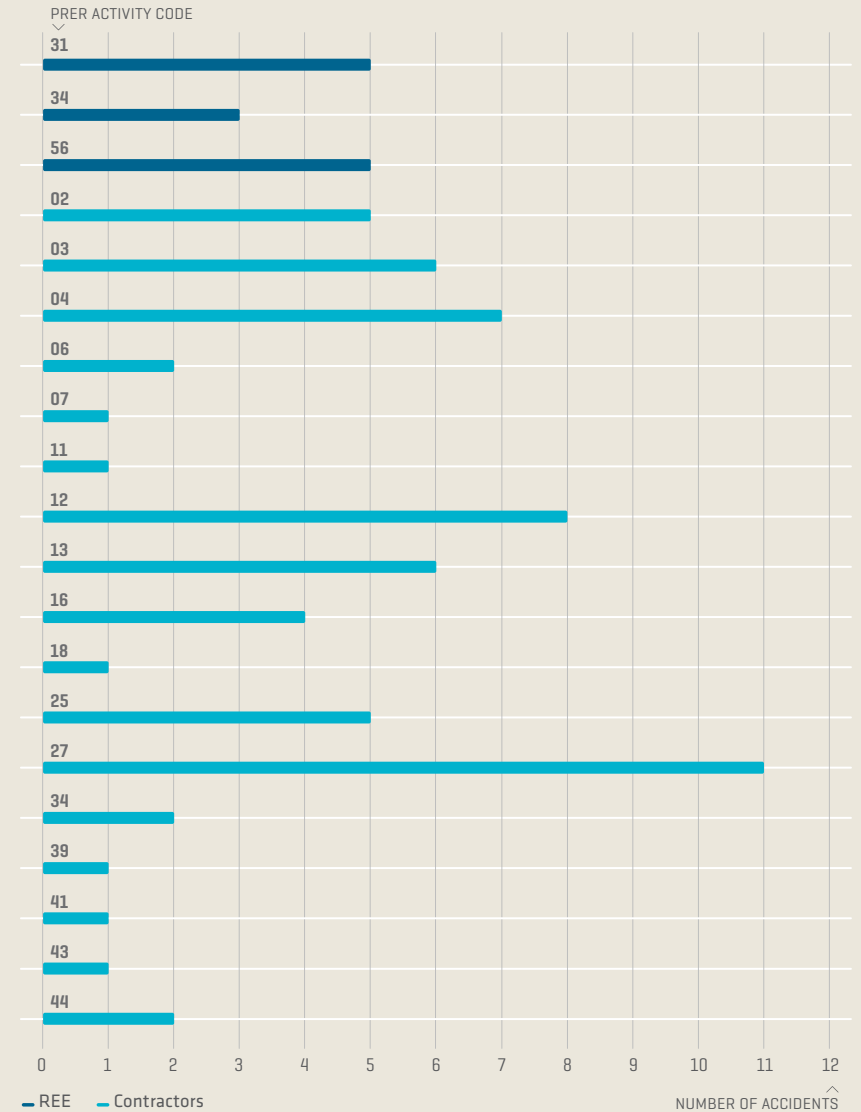




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06. PSYCHOSOCIAL WORKING ENVIRONMENT



07. THE HEALTHY COMPANY AS PART OF THE COMMUNITY



08. INDICATORS

Contractors: Distribution of industrial accidents resulting in leave. Business activity / Department / Severity

CONTRACTORS

ACCIDENTS RESULTING IN LEAVE. 2015

Nº

[*] Activity	Construction			Maintenance			HR	
	Fatal	Important	Unimportant	Fatal	Important	Unimportant	Important	Unimportant
02 Assembly and hoisting work on the supports for overhead lines	-	-	3	-	-	2	-	-
03 Work on conductors and transmission cables (overhead and others)	1	-	5	-	-	-	-	-
04 Work on transmission cables (replacement and others)	-	-	-	1	-	6	-	-
06 Work on underground lines (Civil Engineering in trenches and galleries)	-	-	2	-	-	-	-	-
07 Work on underground lines (Assembly of elements)	-	1	-	-	-	-	-	-
11 Earth movement work at substations	-	-	1	-	-	-	-	-
12 Civil engineering work at substations	-	1	7	-	-	-	-	-
13 Electro-mechanical assembly work at substations	-	1	5	-	-	-	-	-
16 Specific refurbishment of equipment at substations and other facilities	-	-	-	-	-	4	-	-
18 Completion of communications work on the cable network (OF)	-	-	-	-	-	1	-	-
25 Painting / silicon coating work on overhead lines	-	-	-	-	-	5	-	-
27 Pruning, Cutting and Clearing Work	-	-	3	-	1	7	-	-
34 General substation maintenance (only Supp. Teams)	-	-	-	-	-	2	-	-
39 Other miscellaneous work / Other maintenance	-	-	-	-	-	-	-	1
41 Construction work at buildings	-	-	1	-	-	-	-	-
43 Miscellaneous maintenance of buildings and working premises	-	-	-	-	1	-	-	-
44 Building cleaning / Gardening / Training / Other...	-	-	-	-	-	-	-	2

[*] PRER Activity Code.





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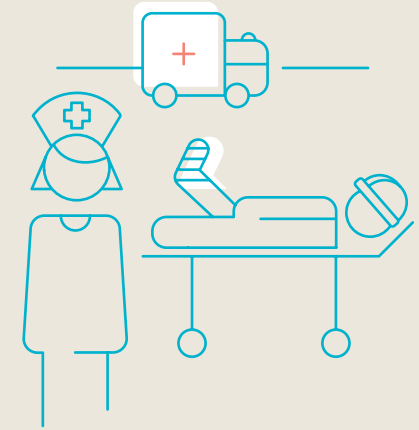


08. INDICATORS

Red Eléctrica: Data relating to industrial accidents resulting in leave. By Activity

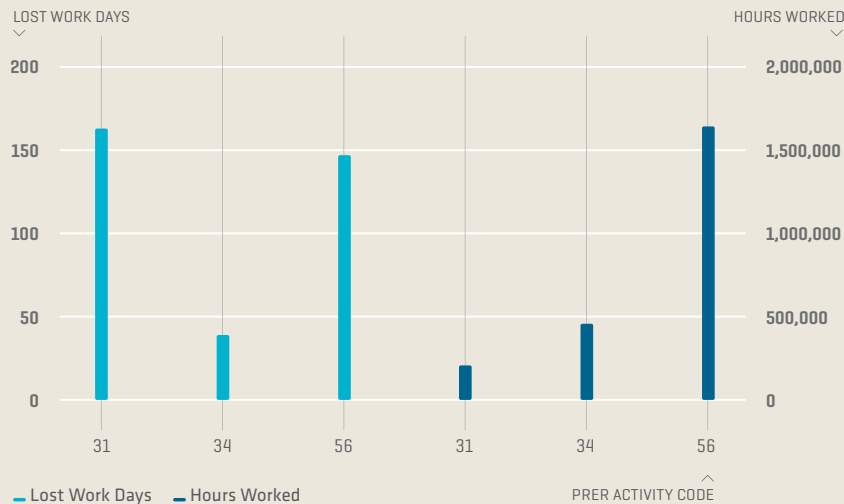
[*] REE Activity		Frequency rate	Severity rate	Days lost	Hours worked
31	General line maintenance (only Supp. Teams)	24.12	0.79	163	207,298
34	General substation maintenance (only Supp. Teams)	6.56	0.09	38	457,463
56	Corporate management and administration	3.04	0.09	147	1,642,807
-	Remaining activity without accidents	-	-	-	565,430
REE Total		4.52	0.12	348	2,872,998

Nº



[*] PRER Activity Code.

HOURS WORKED AND LOST WORK DAYS



SEVERITY INDEX (SI) AND FREQUENCY INDEX (FI)

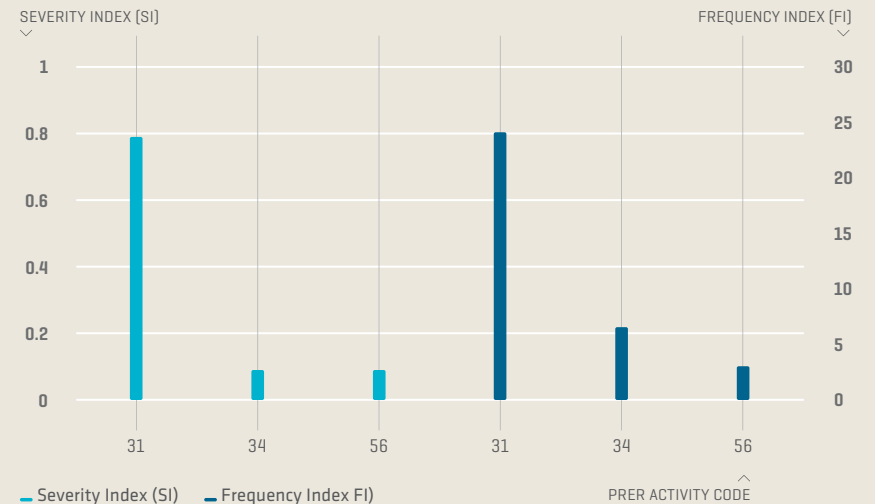




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08. INDICATORS

Contractors: Data relating to industrial accidents resulting in leave. By Activity

CONTRACTORS

DATA ACCIDENTS RESULTING IN LEAVE. 2015

[*] Contractor Activity	Frequency rate	Severity rate	Days lost	Hours worked
02 Work on the supports for overhead lines (Frames and Hoisting)	11.04	0.41	186	452,883
03 Work on conductors and transmission cables (Hanging)	15.94	16.35	6,154	376,399
04 Work on transmission cables (replacement and others)	45.86	45.25	6,868	152,634
06 Work on underground lines (Civil Engineering in trenches and galleries)	23.04	1.06	92	86,816
07 Work on underground lines (Assembly of elements)	17.47	2.27	130	57,233
11 Earth movement work at substations	14.14	0.04	3	70,744
12 Civil engineering work at substations	30.87	1.88	486	259,177
16 Specific refurbishment of equipment at substations and other facilities	9.39	0.12	53	425,797
18 Completion of communications work on the cable network (OF)	39.82	1.79	45	25,116
25 Painting / silicon coating work on overhead lines	28.10	2.11	376	177,966
27 Pruning, Cutting and Clearing Work	28.93	1.62	617	380,244
34 General substation maintenance (only Supp. Teams)	8.05	0.30	74	248,580
39 Other miscellaneous work / other maintenance	5.13	0.04	8	194,749
41 Construction work at buildings	42.03	0.17	4	23,793
43 Miscellaneous maintenance of buildings and working premises	28.46	4.75	167	35,140
44 Building cleaning / Gardening / Surveillance / Other...	10.14	0.43	84	197,215
- Remaining activity without accidents	-	-	-	1,821,738
Total contractors 2015	12.84	3.08	15,347	4,986,224

[*] PRER Activity Code.

Nº

During the year 2015 occupational accident leave frequency rate for contractor activities has been 12.84, severity rate has been 3.08.

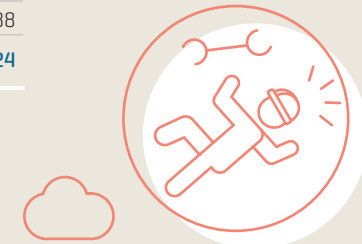




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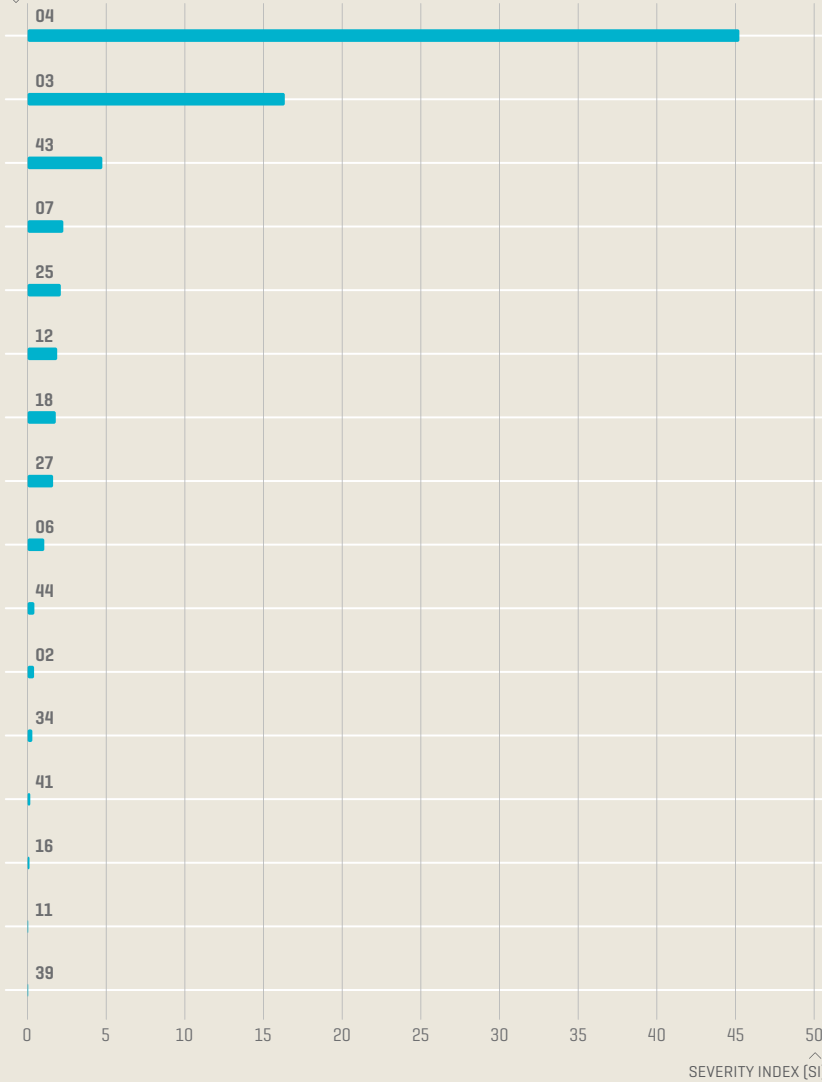


08. INDICATORS



CONTRACTORS' SEVERITY INDEX (SI)

PRER ACTIVITY CODE



CONTRACTORS' FREQUENCY INDEX (FI)

PRER ACTIVITY CODE

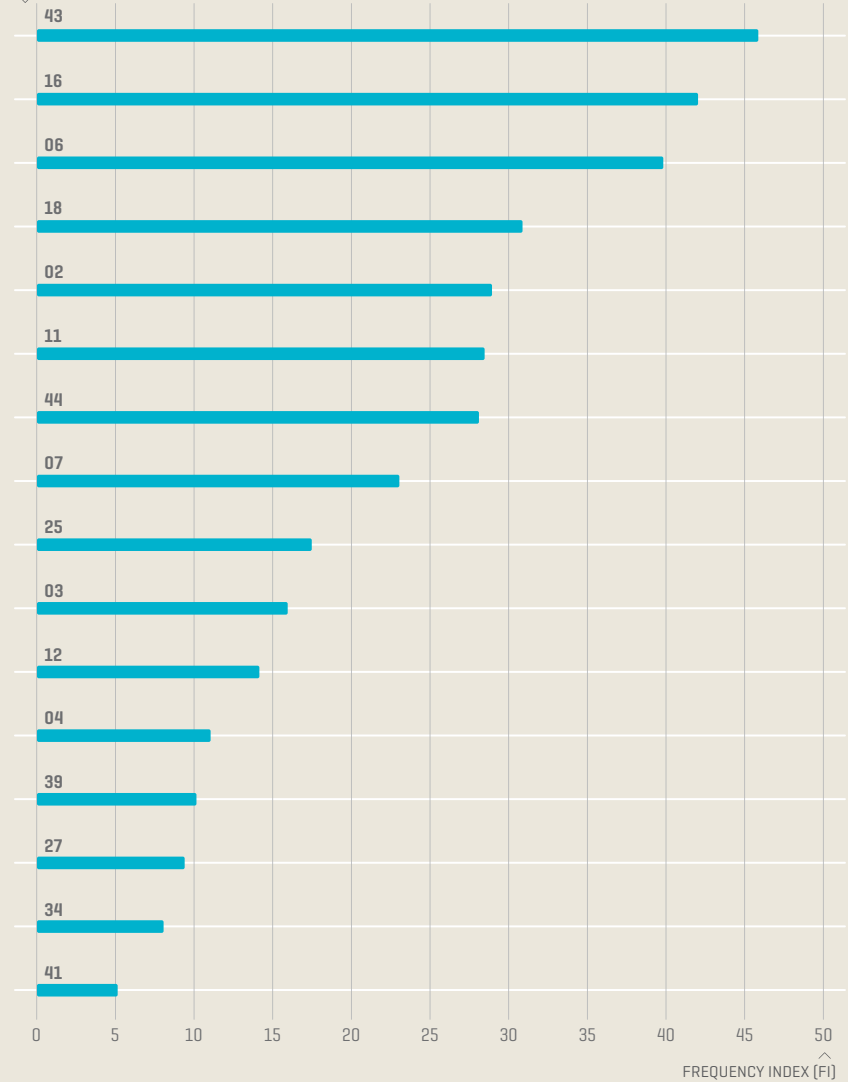




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08. INDICATORS

Distribution of workplace accidents resulting in leave. By type of accident / Severity



TYPE OF ACCIDENT 2015

	Unimportant	Important	Fatal
Accidents due to non-work-related causes	1	-	-
Injury due to incorrect handling	1	1	-
Injury due to failure to stop or slow down	1	-	-
Injury due to unprotected risk	7	-	-
Injuries due to overturned machines or vehicles	1	-	-
Fall of objects being lifted	1	-	-
Fall of objects or sections that have broken away	2	-	-
Fall of person from one level to another	2	2	1
Collisions due to traffic accidents	1	-	-
Fall of person on the same level	10	2	-
Collisions / strikes against non-moving objects	6	1	-
Collisions / strikes against moving objects	8	-	-
Electrical energy. Direct contact	-	2	1
Electrical energy. Indirect contact	-	1	-
Exposure to adverse environmental conditions	-	1	-
Blows / cuts from tools or other items	9	-	-
Strain / improper handling	11	-	-
Others	3	1	-
Total accidents	64	11	2

DISTRIBUTION OF WORKPLACE ACCIDENTS

RESULTING IN LEAVE. BY TYPE OF ACCIDENT / SEVERITY

TYPE OF ACCIDENT

ACCIDENTS DUE TO NON-WORK-RELATED CAUSES

INJURY DUE TO INCORRECT HANDLING

INJURY DUE TO FAILURE TO STOP OR SLOW DOWN

INJURY DUE TO UNPROTECTED RISK

INJURIES DUE TO OVERTURNED MACHINES OR VEHICLES

FALL OF OBJECTS BEING LIFTED

FALL OF OBJECTS OR SECTIONS THAT HAVE BROKEN AWAY

FALL OF PERSON FROM ONE LEVEL TO ANOTHER

COLLISIONS DUE TO TRAFFIC ACCIDENTS

FALL OF PERSON ON THE SAME LEVEL

COLLISIONS / STRIKES AGAINST NON-MOVING OBJECTS

COLLISIONS / STRIKES AGAINST MOVING OBJECTS

ELECTRICAL ENERGY. DIRECT CONTACT

ELECTRICAL ENERGY. INDIRECT CONTACT

EXPOSURE TO ADVERSE ENVIRONMENTAL CONDITIONS

BLOWS / CUTS FROM TOOLS OR OTHER ITEMS

STRAIN / IMPROPER HANDLING

OTHERS

— Unimportant — Important — Fatal

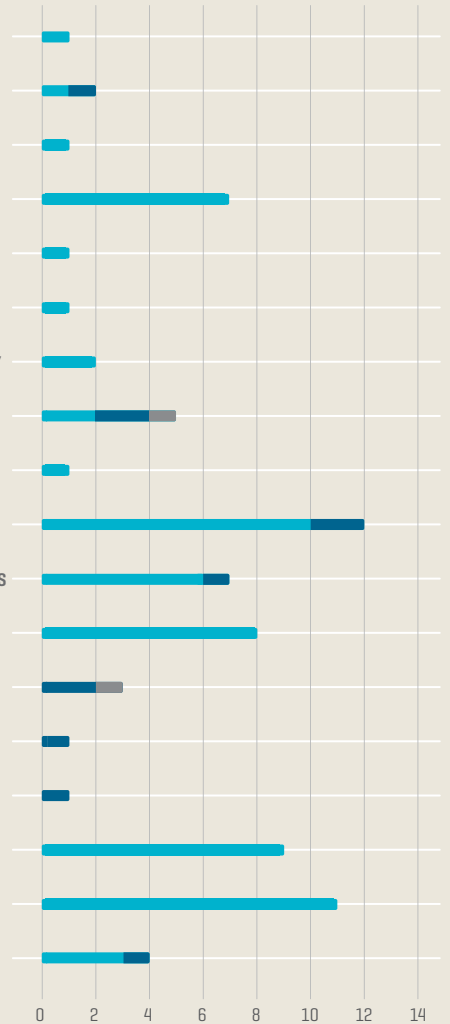




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08. INDICATORS

83% of the 77 accidents happened over the year 2015 concerning either Red Eléctrica's or its contractors' activities were trivial accidents.

TYPE OF ACCIDENT 2015

Nº

	Contractors			Red Eléctrica		
	Unimportant	Important	Fatal	Unimportant	Important	Fatal
Accidents due to non-work-related causes	-	-	-	1	-	-
Accidents caused by people or animals	-	-	-	1	-	-
Accidents associated with physiological conditions	-	-	-	1	-	-
Injury due to incorrect handling	7	1	-	-	-	-
Injury due to unprotected risk	-	-	-	1	-	-
Fall of objects being lifted	-	-	-	1	-	-
Fall of objects or sections that have broken away	2	-	-	-	-	-
Fall of person from one level to another	1	2	1	1	-	-
Collisions due to traffic accidents	-	-	-	1	-	-
Fall of person on the same level	9	2	-	1	-	-
Collisions / strikes against non-moving objects	4	1	-	2	-	-
Collisions / strikes against moving objects	7	-	-	1	-	-
Electrical energy. Direct contact	-	2	1	-	-	-
Electrical energy. Indirect contact	-	1	-	-	-	-
Exposure to adverse environmental conditions	-	1	-	-	-	-
Blows / cuts from tools or other items	9	-	-	-	-	-
Strain / improper handling	9	-	-	2	-	-
Others	3	1	-	-	-	-
Total accidents	51	11	2	13	-	-

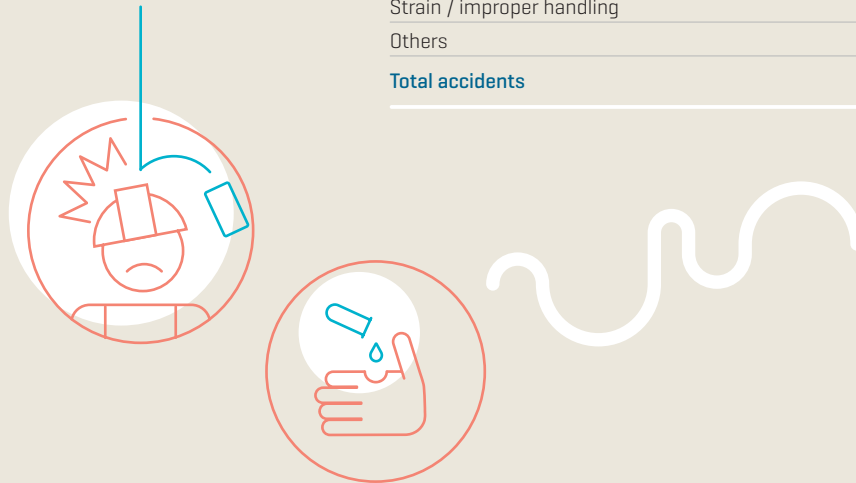




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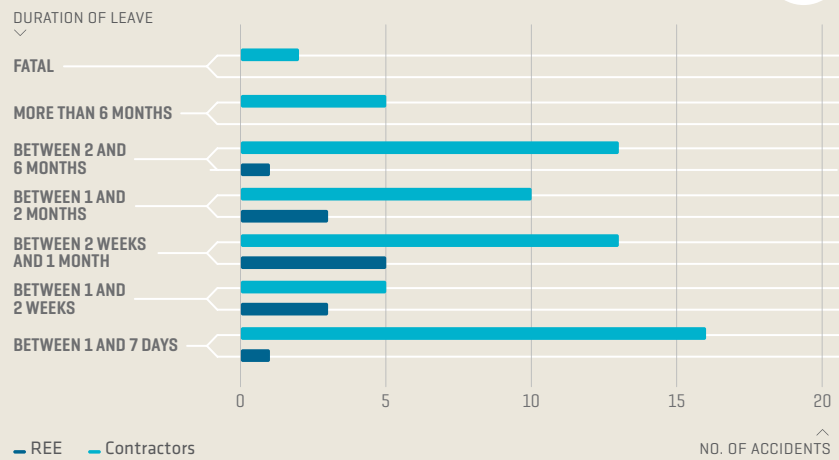


08. INDICATORS

Industrial accidents resulting in leave by duration of leave

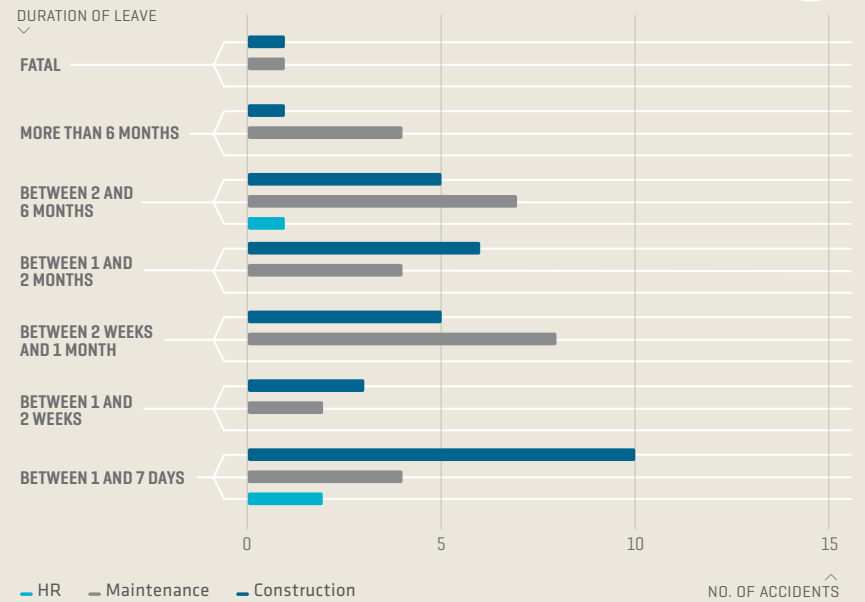
NO. OF ACCIDENTS BY DURATION OF LEAVE

	REE	Contractors
Fatal	-	2
More than 6 months	-	5
Between 2 and 6 months	1	13
Between 1 and 2 months	3	10
Between 2 weeks and 1 month	5	13
Between 1 and 2 weeks	3	5
Between 1 and 7 days	1	16
Overall total	13	64



ACCIDENTES SEGÚN DURACIÓN DE LA BAJA

	Contractors Construction	Contractors Maintenance	Contractors HR
Fatal	1	1	-
More than 6 months	1	4	-
Between 2 and 6 months	5	7	1
Between 1 and 2 months	6	4	-
Between 2 weeks and 1 month	5	8	-
Between 1 and 2 weeks	3	2	-
Between 1 and 7 days	10	4	2
Overall total	31	30	3



05 Health resources

Health resources are made up by the people and the utilities that can bring improvements to employees' physical and psychological health state. Promoting a healthy lifestyle, early illness diagnosis and on-the-job medical treatment fall within this field.

As mentioned at the beginning of this report,

Red Eléctrica de España has incorporated the 4 preventive disciplines as part of its own Prevention Service. It has its own basic health unit comprising an Occupational Doctor and an Occupational Nurse. This unit

performs the duties pertaining to specialist occupational medical care, including health monitoring, and it also allows the personnel employed by Red Eléctrica to be provided with other health-related resources, such as consultations and continuing treatment in relation to chronic disorders.

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08. INDICATORS

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08. INDICATORS

One of the company's characteristic features is the wide geographical spread of its working premises, which makes it difficult for the company itself to oversee the individual health of all of its workers using its own health service. As a consequence, individual healthcare at all of the company's sites except its central headquarters is covered by an agreement signed with the Prevention Company, Fremap. [Royal Decree 39/97 art. 15.3]. This formal arrangement is reflected in the internal regulations related to the management of Health Monitoring [AM038].

However, as current legislation requires, the monitoring of employee health is wholly the responsibility of the health section of the company's own Prevention Service.

Following the first diagnosis made in 2014, 2015 saw the implementation of the Healthy Workplace action

HEALTHY
COMPANY
ACTION PLAN

2015

EMPLOYEES'
HEALTH
IMPROVEMENT
ACTIONS

plan which, among other items relating to the promotion of healthy living in all its aspects, included the development of actions focused on improving health management, with a view to reaching all of the company's employees in the most effective way possible.

The action taken in the area of health management mainly related to the activities of the intermediaries who for several years now have been acting as an essential channel of communication to pass on all of the necessary information relating to the health awareness campaigns.

Monitoring individual health

The health monitoring protocols that had already been defined in previous years remained unchanged in terms of their content, regularity and compulsory nature. However, the idea of health monitoring at Red Eléctrica is not limited solely to monitoring the potential disorders that may be caused by the working environment

but also extends to the identification of other risk factors that could affect the personal health of every individual. As a result, the content of the health check-ups carried out extends beyond the areas strictly set out in the health monitoring protocol for each individual job and includes supplementary examinations and tests that offer a more complete assessment of the state of each person's health.

This idea of global health monitoring, which has always been applied by the Company, is fully incorporated as part of the Healthy Workplace plan, whose targets and areas of action were defined back in 2014.

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08. INDICATORS

The following table lists the check-ups made during 2015, broken down by geographical area, type of check-up and protocol applied:

1,112 medical check-ups were made during 2015, with application of the corresponding protocol, based on the risks inherent in each individual job.

The number of check-ups made varies depending on the year, mainly

due to the check-ups classified as compulsory (which relate to personnel who work at heights or are exposed to high voltage risk) have been completed in 99% of all cases. The success of these results is connected

with the link that local health partners establish between the personnel working within their own areas and the La Moraleja health department. In this regard there is a direct and active line of communication which is supported by constant feedback.

TYPE OF HEALTH CHECK-UPS 2015

Nº

Workplace	Initial	Repeat	Regular				Total
			Shifts	Screens	Drivers	Working at height and with voltage	
Moraleja	20	-	15	349	2	-	386
D. R. East	-	-	-	-	3	-	3
D. R. North	-	-	-	4	4	-	8
D. R. Northwest	-	-	-	4	-	-	4
D. R. Northeast	-	-	-	4	-	-	4
D. R. South	-	-	-	5	-	-	5
Tres Cantos	1	-	39	4	-	-	43
D. O. Balearic Islands	-	-	18	-	-	-	18
D. O. Canary Islands	2	-	-	12	14	24	52
D. T. Balearic Islands	-	-	14	6	-	-	20
D. T. Canary Islands	1	-	-	9	19	19	48
D. T. Northwest	2	1	-	9	29	61	99
D. T. East	-	-	-	10	21	32	63
D. T. North	-	-	-	13	33	50	96
D. T. Centre	-	-	-	7	17	40	64
D. T. Northeast	-	-	-	9	29	62	100
D. T. South	-	-	-	9	29	61	99
REE Total	26	1	86	454	200	349	1,112

EVOLUTION OF MEDICAL CHECKUPS

Nº

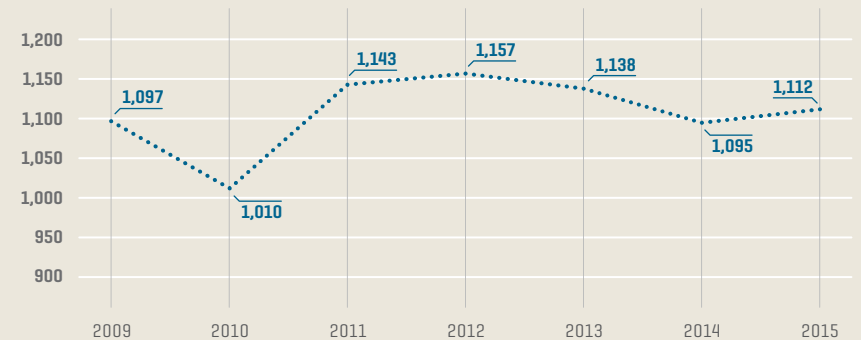




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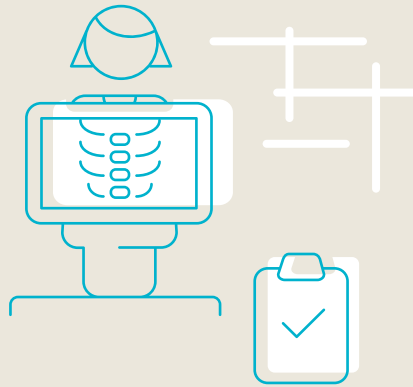
06. PSYCHOSOCIAL WORKING ENVIRONMENT



07. THE HEALTHY COMPANY AS PART OF THE COMMUNITY



08. INDICATORS



1,112
medical
check-ups
 were carried
 out throughout
2015
assigning the
corresponding
protocols
 to each workplace
 inherent risks.

26 Initial Check-ups were also made on workers who joined the company during the course of the year. Only one repeat check-up was carried out this year to assess suitability for jobs with attached risk following prolonged absence due to Temporary Incapacity.

As in previous years, the protocols applied for each job position showed the same trends, indicating the predominance of office positions,

and although there continues to be a certain lack of participation from the shift workers, it would seem that they have participated more.

As regards skills, once again it should be stressed that everyone has been classified as SUITABLE for their professional position, with the exception of 6 who were classified as SUITABLE WITH RESTRICTIONS, with the relevant preventive measures put in place.

Monitoring collective health

The study of the main health problems experienced by the workforce has been systematised, and the data gathered from regular health check-ups, such as absenteeism rates and the main reason for medical consultations, are collated annually.

As it did back in 2013, and in continuation of the studies carried out in 2014 and 2015, an analysis has been made of the way in which cardiovascular problems affect the workforce at Red Eléctrica, with the following results:

- 56% of the workforce are above normal weight.
- 40% of the workforce have blood pressure levels that are higher than normal.

2015 HEALTH MONITORING PROTOCOL

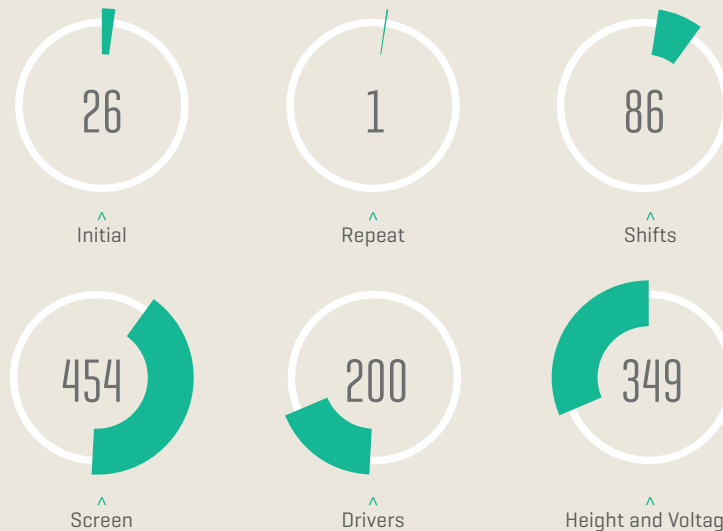




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08. INDICATORS

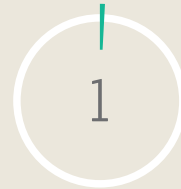
- 44% of the workforce have high levels of cholesterol.

- 6% of the workforce have glycaemia at above the normal level.

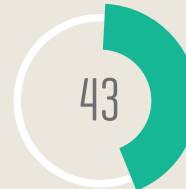
Particular effort was made during 2014 and 2015 to create awareness of the importance of cardiovascular risk in terms of personal health, but despite the workshops held it is clear that more effort is required. It is also important to realise that the results of campaigns are not immediate and that the company must look to the long term and continue to offer constant and permanent awareness programmes over a period of time.

This is further underlined by the results of the study of the causes of absenteeism for health reasons, which clearly show an increase in the number of days lost due to cardiovascular disorders [see the section on absenteeism].

BODY MASS INDEX



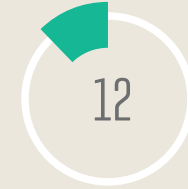
Below



Normal

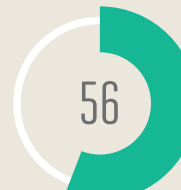


Overweight [25-29]

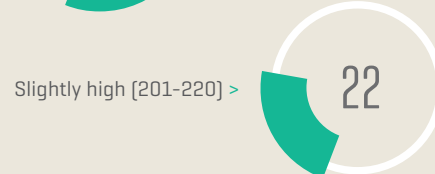


Obesity [>30]

CHOLESTEROL



< Normal

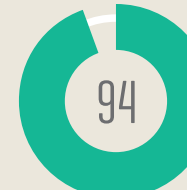


Slightly high [201-220] >



< High [>200]

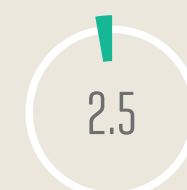
BLOOD GLUCOSE



< Normal



Slightly high >



< Diabetes

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08. INDICATORS

– Flu vaccination campaign

As it always has done, Red Eléctrica offers its entire workforce the chance to protect themselves against seasonal flu. Employees in the Community of Madrid can arrange to be vaccinated at the La Moraleja premises, while personnel outside Madrid can arrange vaccinations through the Fremap Prevention Service. A total of 220 employees have been vaccinated, representing 13% of the workforce.

– Plan for the prevention of cardiovascular risk

In continuation of the Cardiovascular Prevention Programme which began in 2014, particular mention should be made of the awareness activities carried out at different working premises, during which special emphasis has been placed on the importance of eating properly and taking physical exercise. Workshops have been given at: San Sebastián de los Reyes, La Mudarra, Lomba, La Eliana, Palma de Mallorca and La Moraleja.

In addition, with the aim of reducing and monitoring another cardiovascular health risks, the company continues to offer therapeutic support to anyone wishing to give up smoking. During 2015, 6 people continued treatment to help them give up smoking, with support from a pulmonologist specialising in tobacco addiction.

– Plan for the prevention of cancer

The prevention of cancer and the promotion of a healthy lifestyle to reduce the risk factors that cause cancer was included as part of the annual planning of health and safety activities a number of years ago.

Messages are published every month on the internal miRED portal offering recommendations and best practices aimed at preventing cancer in general, with particular emphasis on the promotion of healthy lifestyle habits based on maintaining a proper diet, giving up smoking, limiting exposure to the sun and encouraging physical exercise.



CARDIOVASCULAR RISK PREVENTION PLAN

SINCE 2014
NUTRITION
AND
PHYSICAL
EXERCISE
WORKSHOPS

SMOKING CESSATION
PROGRAMMES

188 people took part in the programme for the early detection and prevention of cancer of the colon. This campaign was first launched back in 2010, and it is aimed at people aged over 49 and at younger people with a family history of cancer of the colon. It involves a test designed to detect blood in faeces, which is followed up with a colonoscopy when the test proves positive. 36 cases proved positive in 2015, the majority involving polyps that were removed, thus preventing potential complications from developing, in some cases, after a number of years.

– Prevention of musculoskeletal disorders

As mentioned above, musculoskeletal disorders are another of the principal causes of serious ill health among employees at Red Eléctrica, and they also represent one of the work-based risk factors that is present in all job positions, forming the main reason for absence due to common illness [see the section on absenteeism].



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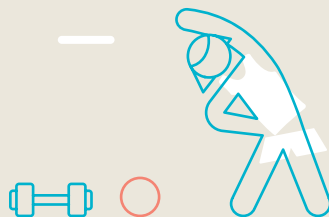
The campaign for the prevention of musculoskeletal disorders began in February 2014 and continued through 2015, with training sessions in Barcelona, Bilbao, Zaragoza, Seville, Las Palmas and Tenerife.

Promotion of physical exercise and sport

The incorporation of the practice of physical exercise as a healthy lifestyle habit is a clear necessity in view of the research that has been carried out into the reasons for the main chronic illnesses affecting developed societies, reasons that include cardiovascular disorders and problems with an orthopaedic origin. From this point of view, a number of initiatives have been in place since 2014 with the main aim of creating awareness among employees of the importance of taking physical exercise in order to achieve



By developing specific actions, beginning in 2014 and consolidated in 2015, such as Sport Days and Management Team's lifestyle research Study, Red Electrica promotes physical exercise and a healthy lifestyle.



improvements in their well-being and life standard.

2015 represented a real turning point, as new actions were introduced to supplement the continuing offer of financial assistance for sporting activities. The following results have been recorded in this connection since 2014.

Increase in the number of sports, number of participants and number of sporting groups, in order to reach

Red Eléctrica's personnel right in all geographical territories.

A further two innovative actions are worthy of particular mention:

- Introduction of Sports Days aimed at the entire workforce
- Research study examining the lifestyle habits of the Management Team through the monitoring of their physical activity and sleep patterns.

SPORT GROUPS EVOLUTION

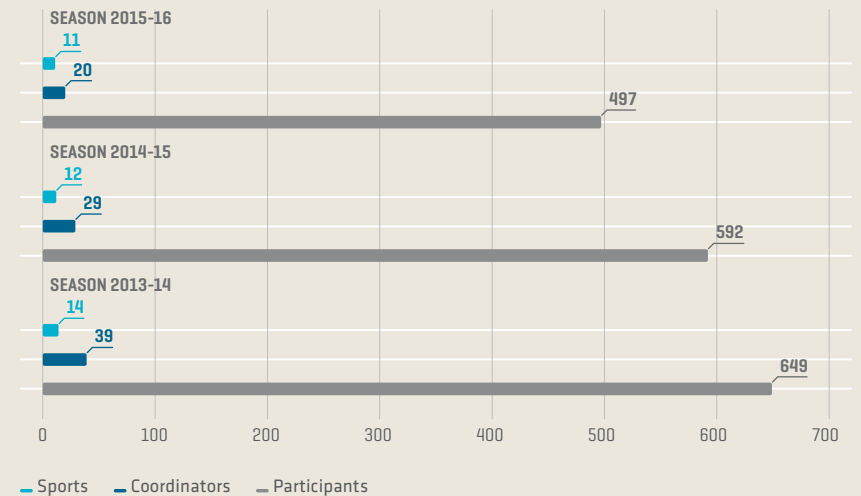


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Visual health issue prevention

In a repeat of a measure taken in 2013, a special campaign for the prevention of visual health issues took place during 2015 at the Moraleja-Albatros and Tres Cantos premises, aimed at the early detection of ophthalmological disorders. A total of 311 people took part.

Ageing management model

A study was carried out in 2015 to assess the impact of ageing on the company, which included an analysis of the demographic distribution of the workforce and which also, from a health and safety perspective, examined the job positions in which ageing could represent a greater risk to employees' health.

This analysis and diagnosis led to the design of an ageing management

model and an accompanying plan of action which was approved in November 2015.

Medical assistance

A total of 1,183 consultations were attended to during 2015, including appointments with doctors and nurses, emergency appointments, vaccinations, etc.

As in previous years, the highest number of appointments (excluding the monitoring of chronic disorders) related to problems with an orthopaedic origin (usually neck, back and lumbar problems) and acute respiratory disorders.



An ageing management model, as well as its associated action plan was carried out in 2015 targeted towards assessing both the impact of ageing on the company and the impact of ageing on occupational safety and health.



**MEDICAL VISITS
ATTENDED IN 2015**

1,183

**MAIN
PATHOLOGIES**

CHRONIC

ORTHOPEDIC

RESPIRATORY
DISORDERS



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Absenteeism due to common illness

General information

This chapter covers absence by Red Eléctrica personnel as the result of common and occupational illness.

This takes account of both absences that have led to a request for temporary leave, managed through the company's ITCC manager (in our case, Fremap), and absences of three days or fewer caused by common illness.

Average no. of employees	1,693
Theoretical days worked	617,945
Leave due to Common Illness	347
Calendar days temporary incapacity	11,777
Absenteeism rate due to temporary incapacity	1.91%
Days' leave due to illness ≤ 3 days	1,306
Absenteeism rate due to illness ≤ 3 days	0.21%
Absenteeism rate due to Common Illness ≤ 3 days	2.12
Days' leave due to occupational disorders and industrial accidents	575
Absenteeism rate due to occupational disorders and industrial accidents	0.09%
Absenteeism rate due to HEALTH AND SAFETY	2.21

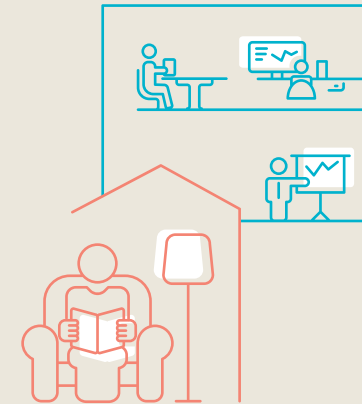
Temporary incapacity due to common illness

Red Eléctrica's Medical Service monitors absenteeism caused by temporary incapacity due to common illness in accordance with its internal procedure IM007 ['Processing and following up common illness', a technical guideline which was revised in June 2011 and which sets out the action to be taken (under the terms of Article 37 of the Spanish Health and Safety Act) to allow the prevention service's health personnel to ascertain the illnesses suffered by workers and record absences from work for health reasons, so that they may identify any connection between the illness causing the absence and the risks to health that could emerge if the worker in question were to perform his/her professional duties.

It has succeeded in ascertaining the pathological causes behind 100% of all leaves of absence.

Analysis and evolution of absenteeism due to common illness

We currently use the following data to calculate the absenteeism rate: Total number of days of temporary incapacity or leave, and not just days lost, while the denominator is the total number of theoretical days in the year, i.e. average workforce multiplied by 365 days.



$$\text{Absenteeism rate due to temporary incapacity} = \frac{\text{Total days to temporary incapacity}}{\text{Average workforce} \times 365} \times 100$$

EVOLUTION OF THE ABSENTEEISM RATE DUE TO COMMON ILLNESS

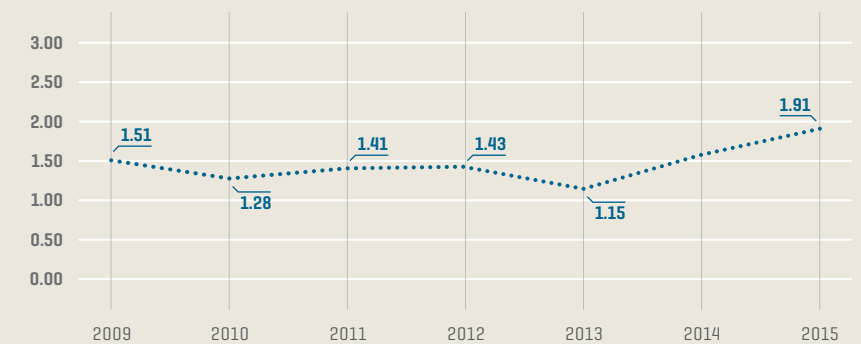




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The trend over the last two years has been upwards, and in 2014 the rate rose sharply due to the duration of the processes required for the type of disorder involved. A similar pattern was seen in 2015.

Comparison of the absenteeism rate with the rate for the sector as a whole

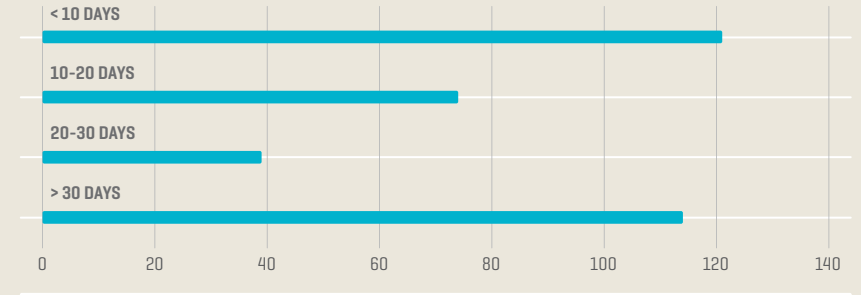
One of the reasons for changing the formula used to calculate the absenteeism rate is that comparisons can now be made with the rates for our sector as a whole [CENAE 351 - Electricity Production, Transmission and Distribution] using the data provided by the mutual healthcare association.

Although the average duration of leave, calculated on the basis of days lost to temporary incapacity and number of employees taking leave, is 34 days, 34,50% of leave periods lasted for less than 10 days. The attached diagram shows a breakdown of periods of leave by duration.

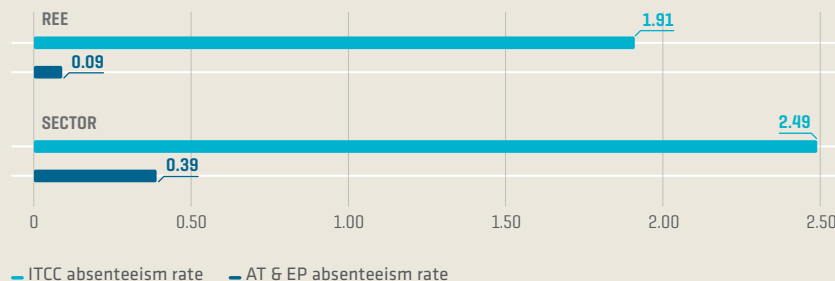
These rates are favourable when compared with other companies, both in our own sector and in other industrial sectors.

NUMBER OF LEAVES BY DURATION

LEAVE DURATION



COMPARISON CHART BETWEEN ABSENTEEISM RATE AND SECTORIAL RATE



ABSENTEEISM RATE BY WORKING PREMISES / COMPARED TO 2015

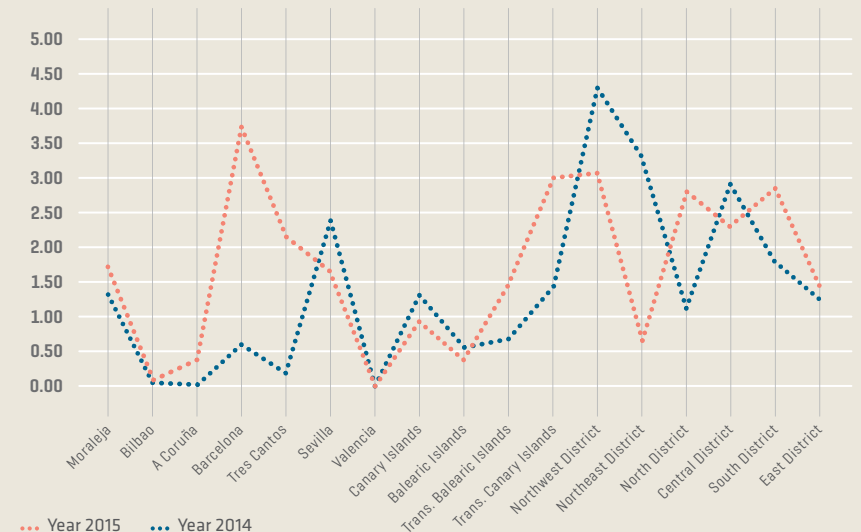


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Breakdown of absenteeism due to common illness

The following table shows comparative data for absenteeism due to common illness at the company's different working premises.

Causes of temporary incapacity due to common illness

It is essential to have knowledge of the illnesses that are prevalent among our workers in order to use our health resources in the most effective and sustainable way and to design and prioritise specific

prevention and health protection programmes. The analysis of causes of absenteeism due to common illness is one of the main sources of information available to us. In addition, as required under Act 31/95, it allows us to identify any problems that might originate from



YEAR 2015

Nº

Workplace	Workforce	Theoretical days worked	No. of employees off		Days off	Rate	Average duration
		During the year	New	Previous	Days temporary incapacity		
Moraleja	867	316,455	169	10	5,435	1.72	30
Bilbao	10	3,650	1	-	4	0.11	4
A Coruña	8	2,920	2	-	11	0.38	6
Barcelona	25	9,125	4	-	347	3.80	87
Tres Cantos	75	27,375	13	1	589	2.15	42
Sevilla	15	5,475	3	-	91	1.66	30
Valencia	4	1,460	-	0	-	0.00	0
Canary Islands	47	17,155	3	-	160	0.93	53
Balearic Islands	34	12,410	3	-	50	0.40	17
Transmission Balearic Islands	54	19,710	11	1	284	1.44	24
Transmission Canary Islands	50	18,250	12	1	543	2.98	42
Northwest District	108	39,420	23	4	1,211	3.07	45
Northeast District	70	25,550	10	1	150	0.59	14
North District	94	34,310	21	1	956	2.79	43
Central District	69	25,185	13	4	578	2.30	34
South District	97	35,405	25	1	1,010	2.85	39
East District	66	24,090	10	-	350	1.45	35
REI	2	730	0	0	0	0	0
REE Total	1,693	617,945	324	24	11,777	1.91	34

It is a key element to analyse absenteeism due to ordinary illnesses in order to identify the problems that could be the origin of an occupational risk or an impact on the duties performed in the workplace.

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a workplace risk or that could have repercussions on the performance of the professional duties required of the worker in question.

The following is an analysis of the pathologies that gave rise to incapacity due to common illness.

As in previous years, the most frequent reasons for leave being taken was orthopaedic pathology (35.49%), taking into account that they generally last for longer periods, the average amount of leave being 36.33 days. This individual pathology can be broken down as follows:

- General orthopaedics (25.29%, average duration 40 days).
- Lumbar problems (8.91%, average duration 36 days).
- Neck problems (1.44%, average duration 34 days).

SICK LEAVES
2015

35%

ORTHOPEDIC
PATHOLOGIES

These figures are similar to the ones recorded in previous years. We have continued to work on the prevention of musculoskeletal problems, offering workshops in a number of workplaces. We have also provided Pilates sessions at our Albatros premises.

Some orthopaedic problems that resulted in time off work were caused by sporting injuries. As already mentioned, one of our priorities in the promotion of a healthy lifestyle is the encouragement of physical exercise, including playing sport, and we must therefore focus on the importance of taking precautions and preventive measures before, during and after exercise sessions in order to prevent injury. Traffic accidents have also been one of the causes of injury, and it is therefore advisable for the company's prevention service to advise on road safety.

The next most common cause in terms of reasons for employees being off work involves disorders

of the upper respiratory system, which generally only cause short periods of leave. If we combine cases of flu, ENT problems and respiratory disorders, they accounted for 22.53% of all cases of absence from work, though the resulting amount of time off represented only 4.52% of all the days lost.

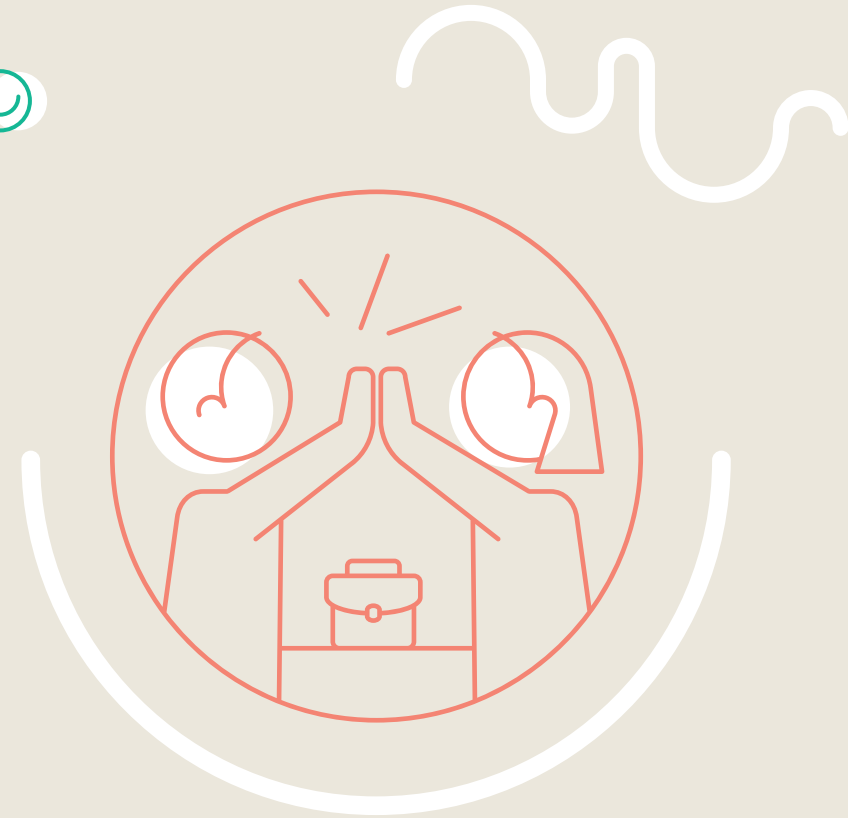
The next reason causing the most days off during the year involved issues relating to pregnancy.

Oncological problems accounted for 11.24% of days lost, since these are processes that last for long periods of time.

The impact of cardiovascular problems on working days lost was reduced in comparison with 2014. We will continue to devote our efforts to encouraging healthy lifestyles in order to prevent cardiovascular risk.

06 Psycho- social working environment

Work organization, corporate culture alongside day-to-day attitudes, values and practices in the company affect employees' psychological well-being. Thus it is vital to identify any stress (or any other pathology) causing situation with a view to minimise and to correct them.



Management of psychosocial risk

Psychosocial risk at Red Eléctrica is managed from a multidisciplinary perspective, bearing in mind the huge influence positive emotions have on health. We know how important it is to achieve a working environment

and conditions of the highest quality in order to contribute to workers' well-being, and this can only be achieved with the support of management and involvement from the various HR departments.

The plan for the prevention of psychosocial risk that has been in place since the previous



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psychosocial risk assessment was carried out in 2011 has continued to see organisational improvements, with the introduction of new tools to monitor stress, time management and team working through skills management.

The work-life balance comprehensive plan, integrated in the Healthy Company Model, brings together an extensive number of measures, actions and initiatives applicable to the entire workforce aimed to improve employees' well-being and life standard and thereby favouring people's commitment to the company and pride of belonging.

Particularly worthy of note as a psychosocial prevention measure in 2015 were the opportunities for improvement offered by the results of the climate survey carried out in 2014.

A new psychosocial risk assessment was being prepared at the end of 2015, and this will be carried out during 2016.

An essential part of improving the psychosocial environment is obtaining a balance between the workers' professional and personal lives, and REE is working to achieve this.

Work-life balance

Continuing to make advances in the creation of more flexible working environments that are in line with personal needs is one of the major challenges that Red Eléctrica has set itself in its integrated work-life balance plan, which forms part of the Healthy Workplace Model. By means of a wide range of measures, actions and initiatives that apply right across the entire workforce, the company aims to provide the necessary management tools to bring improvements in well-being and quality of life that will in turn result in employees being committed and proud to belong.

The challenge lies in being able to make an individual assessment of the circumstances faced by people in the different aspects of their lives [professional - personal], in order

to achieve a more flexible management of these two elements, based on a mutual commitment between company and individual that is aimed at enhancing both well-being and life standard.

Specific activities carried out in 2015, such as non-school days, urban camps and sessions with work-life balance experts have helped to offer solutions in individual cases.

The 10th Collective Bargaining Agreement, which came into force in 2014, also represents a clear advance in terms of work-life balance, in that it includes new measures, as well as improving on existing provisions, relating to:

- labor flexibilization
- leaves and time off
- maternity and paternity
- disabilities / dependant family members
- social benefits
- services
- events and activities

These measures apply to the entire workforce, regardless of type of employment contract used.



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The application of this package of work-life balance measures has been warmly welcomed by the workforce, and the score in the 2015 climate survey was up by 5 points on 2012.

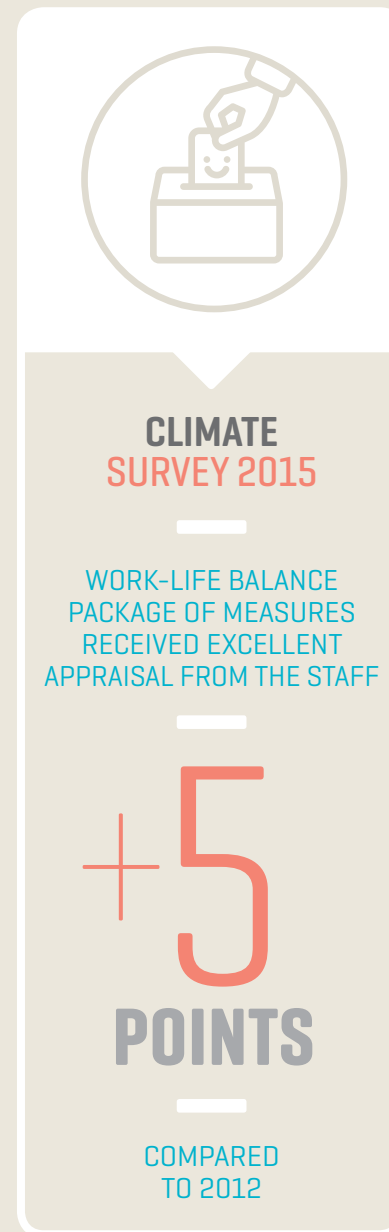
Approval of the 2nd Integrated Work-life Balance Plan for the period from 2014 to 2017 has involved the introduction of new strategies and targets that focus on the development of actions that will bring Red Eléctrica closer to the management excellence that it seeks.

Actions carried out in 2015

- Renewal of Family-Responsible Employer (FRE) certificate.
- Holding of the FRE Forum, focusing on the main issue of the Management of Psychosocial Risk.
- Management team development programme: Training and awareness in order to manage people on the basis of work-life balance.
- Development of new work-life balance measures relating to health and well-being: health workshops

in the workplace during working hours, Sports Days and assistance with taking physical exercise.

- Activities and services in support of the family: take-away meal service (dishes included in the company restaurant's daily menu), non-school days (activities with employees' children during working hours), urban summer camps.
- New initiative for local work-life balance assistants to examine the needs of other working centres and groups.
- Consolidation of the appointment of work-life balance representatives to assist in the interpretation of measures and offer solutions in specific individual cases. During 2015, 50% of the consultations made were resolved using solutions that were adapted to the individual worker's needs, going beyond the provisions of the collective agreement.



Main objectives for 2016

- Analysis of the implementation of specific measures at all working premises through local work-life balance assistants, giving more visibility to such assistants.
- Development of actions as part of a Parents' School programme.
- Informing the entire workforce on work-life balance philosophy, the management model and the FRE model by means of a training video.

Every year, as an essential part of the system of continuous improvements used to support work-life balance management, a Self-Assessment Report is prepared with details of the results obtained and the targets achieved.

All the data and details about how indicators have evolved can be found in the 2015 Work-life Balance Self-Assessment Report.

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07

The healthy workplace as part of the community

With the company's implementation of the Healthy Workplace model, we must ensure that the activities directed towards improving the well-being of our employees extend beyond the confines of our own premises and contribute to improving the health of the surrounding communities.



Firstly, includes **employees' families** and subsequently covers all the members of the communities in which our company operates.

In order to assess the actions to be implemented in the different locations in which we have established premises, we take an active part in the monthly meetings of REE's sustainability group.

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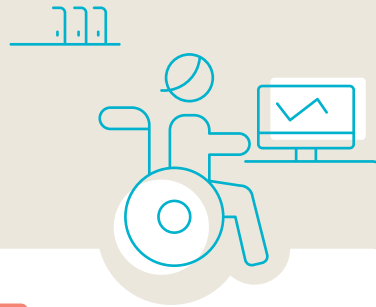
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One important aspect of this is the extension of health insurance to cover our employees' children.

Actions carried out during 2015:

- All the actions carried out by the work-life balance department to benefit family well-being.
- Involvement of employees' children in projects aimed to improve healthy living: e.g. Calendar.

- Disability management: The introduction of a disability management model and associated plan of action has made a significant contribution to the normalisation of disability, improvements in both disabled



Disability Management
model and its associated
action plan, both started
up by Red Eléctrica in 2015,
contribute greatly to
normalise disability, improve
disabled employees' jobs and
remove barriers.



**BLOOD DONATION
CAMPAIGNS**

2
**EVERY
YEAR**
IN RED ELECTRICA'S
PREMISES

IN COOPERATION
WITH RED CROSS

people employment and barrier removing.

- Blood donor campaigns: Red Eléctrica is working together with the Red Cross on blood donor campaigns which are held twice a year at our own premises.
- A range of projects that the IR department is introducing in a number of different towns with a clear focus on the well-being of their inhabitants.

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Main Indicators



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MAIN INDICATORS

Nº

	2011	2012	2013	2014	2015
HEALTH AND SAFETY (1)					
Average workforce	1,666	1,652	1,653	1,676	1,704
Hours worked (in thousands)	2,778	2,810	2,811	2,832	2,873
Industrial accidents resulting in leave	10	15	7	8	13
Fatal industrial accidents	1	0	0	0	0
Days lost due to workplace accidents (2)	6,247	770	332	393	348
Industrial accident frequency rate	3.96	5.34	2.49	2.82	4.52
Industrial accident severity rate	2.21	0.27	0.12	0.14	0.12
Industrial accident incidence rate	6.60	9.07	4.23	4.77	7.63
HEALTH AND SAFETY (REE CONTRACTORS)					
Average workforce (3)	3,372	3,519	3,527	3,336	2,950
Horas trabajadas (in thousands)	5,733	5,983	6,059	5,637	4,986
Industrial accidents resulting in leave	100	109	109	92	62
Fatal industrial accidents	1	0	0	0	2
Days lost due to accidents (2)	9,106	3,945	5,368	3,437	15,347
Industrial accident frequency rate	17.62	18.22	17.99	15.61	12.84
Industrial accident severity rate	1.59	0.66	0.89	0.61	3.08
Industrial accident incidence rate	29.95	30.97	30.90	27.57	21.69
MEDICAL SERVICE					
Health check-ups	1,143	1,157	1,138	1,095	1,112
Consultations with doctor or nurse	1,359	1,222	1,226	1,196	1,183
Absenteeism rate due to health and safety	-	-	-	-	2.20

- Índice de frecuencia: número de accidentes laborales con baja por cada millón de horas trabajadas.

- Índice de gravedad: número de jornadas perdidas por accidentes laborales + baremo por incapacidades, por cada millar de horas trabajadas.

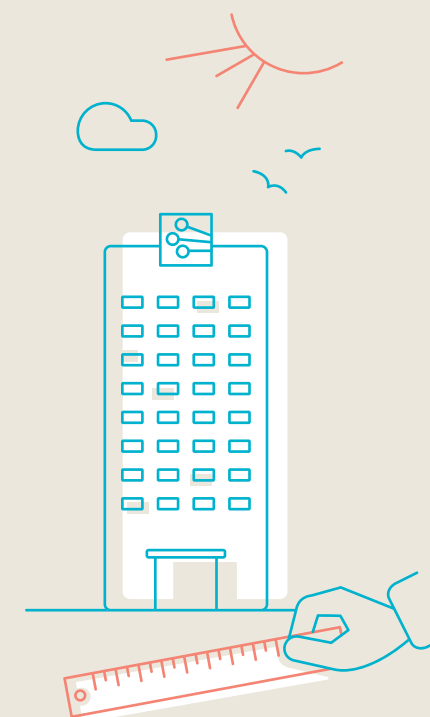
- Índice de incidencia: número de accidentes laborales con baja x 1.000 / plantilla media.

- Safety and health absenteeism rate: lost workdays because of common TI > 3 days + lost workdays because of AT + EP / average staff *365 *100.

(1) REE REC + REI + REINTEL + REINCAN

(2) 6,000 days are counted for each fatal accident.

(3) Based on hours worked, taking into account 1,690 hours per employee.





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28109 Alcobendas (Madrid)
www.ree.es

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dis_ñ
estudio@dis-n.es

