

Avangrid Environmental, Health & Safety Policy

December 23, 2024

The Board of Directors of Avangrid, Inc. (“Avangrid”) oversees the management of Avangrid and its business with a view to enhance the long-term value of Avangrid. Avangrid is a wholly owned subsidiary of Iberdrola, S.A. The Board of Directors of Avangrid (the “Board of Directors”) has adopted this Environmental, Health and Safety Policy (this “Policy”) to assist in exercising its responsibilities to Avangrid and its stakeholders. This Policy is subject to periodic review and modification by the Board of Directors from time to time. This Policy and Avangrid’s certificate of incorporation, by-laws, corporate governance guidelines and other policies pertaining to corporate governance and regulatory compliance, risk, and social responsibility (collectively, the “Governance and Sustainability System”) form the framework of governance of Avangrid and its subsidiaries (collectively, the “Avangrid Group”). Avangrid’s Governance and Sustainability System is inspired by and based on a commitment to ethical principles, transparency and leadership in the application of best practices in good governance and is designed to be a working structure for principled actions, effective decision-making and appropriate monitoring of both compliance and performance.

1. Purpose

The Avangrid Group works together towards achievement of our corporate purpose to deliver a more accessible clean energy model that promotes healthier, more sustainable communities. The Board of Directors considers the employees of the Avangrid Group to be Avangrid’s most strategic asset and one of our greatest resources. Environmental, health and safety (“EHS”) management is central to our core values and the responsible management of EHS is a foundation of our continued success. The Avangrid Group seeks to be a leader in EHS management by fostering a culture where healthy lifestyles are encouraged at work and at home. This Policy sets forth principles to guide EHS efforts across the Avangrid Group and reflects Avangrid’s commitment to achievement of the Sustainable Development Goals (SDGs) approved by the member states of the United Nations, including, without limitation, goal three (Good Health and Well-Being), goal eight (Decent Work and Economic Growth), and goal thirteen (Climate Action).

2. Principles

To achieve Avangrid’s EHS management commitments and goals, the Avangrid Group will:

- a) strive to eliminate recognized hazards and environmental impacts in the workplace;
- b) limit exposure to EHS risks;
- c) limit pollution and reduce the use of hazardous materials throughout the lifecycle of equipment and installations;
- d) comply with or exceed all applicable local, state and federal regulatory requirements and work to ensure a safe and healthy work environment for all employees and contractors; and
- e) seek continuous improvement of our EHS system and encourage Avangrid personnel to review events and opportunities in order to reduce incidents and empower employees to take action to control risks.

3. EHS Policies and Procedures

The Avangrid Group encourages a culture of shared responsibility at all levels of the organization and within each individual employee including, without limitation, the executive team and management, the bargaining units, and contractors. Speaking up is the key to the effectiveness of an EHS management system and ensuring a safe and healthy work environment for all employees and contractors. Avangrid encourages employees to raise concerns regarding EHS and does not permit retaliation against employees who report such concerns in good faith. The Avangrid Group has implemented an integrated EHS management system based upon internationally recognized standards and principles including ISO 45001 and ISO 14001.

The Avangrid Group has adopted an EHS manual, which defines the policy, context of the organization, procedures and objectives related to EHS management. The EHS manual also establishes the roles and responsibilities for individuals and positions, as well as secures resources for the implementation and maintenance of the EHS management system. The EHS manual is reviewed annually for opportunities for continuous improvement to ensure that it reinforces the Avangrid Group's Purpose and Values and commitment to contributing to the achievement of the Sustainable Development Goals approved by the member states of the United Nations.

4. EHS Management System

The Avangrid Group EHS Management System includes measures related to:

- a) planning, which prescribe the methods for performing hazard and risk assessments while developing measurable objectives;
- b) support, which defines the competencies, communication tools and information necessary to ensure Avangrid Group personnel participation, consultation and cooperation within the organization and with customers, communities, industry associations, workers' representatives, regulatory bodies and other key stakeholders.
- c) operation, which sets forth the practices necessary for the implementation of risk controls and the methods for change management;
- d) performance evaluation, which provides the tools to monitor and measure the status of the Avangrid Group's capacity to meet its objectives and targets related to the management of risk;
- e) evaluation of EHS impacts to operations and the management system for continuous improvement to ensure that the EHS Management System incorporates best practices and remains adaptable; and
- f) continuous improvement, which ensures that the Avangrid Group remains committed to recognizing opportunities for improvement and fosters a culture of learning.