



**SAFETY IS  
MORE THAN  
A PRIORITY  
AT OG&E,  
IT'S A VALUE.**

**OG&E's company-wide belief that one incident is too many underpins the Company's safety culture. At work, at home, at play, and behind the wheel – the Company is committed to providing a safe workplace for employees and contractors, and a safe environment for customers and communities.**

 **Leading the way**

Led by OG&E executive leadership, the Company's Health and Safety Department, executes a structured Safety Management Plan consistent with recognized best practices that, in part, utilizes safety task forces that connect employees and supervisors, continuously working to achieve an incident- and injury-free workplace.

Safety is an individual, as well as a leadership, responsibility. Safety principles are core to how work is performed and are communicated and embraced at all levels of the Company, with an emphasis on field operations. Employees are active participants and each one is vital to safety successes.

Safety performance is measured and tracked as a quarterly key performance measure. The Company's safety performance is an area of oversight by the Board of Directors who reviews quarterly safety performance. The Board's Compensation Committee also oversees the setting and reporting of a safety metric as part of their oversight of the annual incentive compensation for all employees. Additionally, in terms of leadership oversight, the Health and Safety Department reports to the Vice President of Operations who reports directly to the CEO.

 **Committing to a Safety Management System**

OG&E's Health and Safety Management System helps managers, supervisors, and employees achieve safety excellence. At the highest level, this system includes a robust program audit that drives rigorous safety systems, ultimately resulting in safety excellence. Additional key components of the system include operating standards, a health and safety policy, life-saving rules, processes, procedures, data, technology, and regular audits. The Company has many safety committees across all levels and functions of the organization that

focus on high-quality safety training programs, hazard and risk identification and mitigation, and annual safety improvement targets for employees. OG&E teams perform situational workspace safety audits and self-audits as a commitment to continuous improvement and maturation of safety systems.

An example of a successful program implemented at the Company as part of maturing safety management is the OG&E Athlete program. The goal of the program is to prevent the Company's number one injury – sprains and strains, improve how employees move and feel, and help employees retire strong. Each month, a new set of simple steps are taught to employees to incorporate into their daily routine to offset stiffness and soreness, helping them to complete day-to-day tasks while reducing the risk of a sprain or strain.

 **Identifying hazards**

Every job requires a pre-job brief, also known as a tailboard, before the job is performed. Tailboards are a key component in the safety execution of work activities. They engage employees in dialogue about the work to be performed, the hazards of that work, and mitigation steps necessary to ensure the work is performed safely. These pre-job briefings ensure that each person understands their role, responsibilities, proper procedures, equipment needed, and hazard mitigation for completing each task. These pre-job briefings are performed before each and every job, in good weather or bad, with other employees, with contractors, and with mutual assistance teams.

Company leaders, Health and Safety Professionals, and Safety Task Force team members conduct routine safe work observations to verify employees and contractors are following safety protocols and procedures and to provide coaching, if necessary. Throughout the year, front-line leaders conduct safety stand downs company-

wide with all employees, typically based on seasonal hazards and trends from thorough analysis of safety data that require added focus. Individual business units are empowered and encouraged to schedule ad hoc safety meetings and communications as needed.

The Company also performs routine hazard assessments and workplace safety inspections at each facility. When concerned about health or safety hazards, each leader, employee and contractor has the right – and responsibility – to stop or place a hold on an operation immediately.



### Following procedures

To comply and ensure a safe work environment with industry standards, OG&E follows strict safety standard operating procedures (SSOP) and safe operating practices (SOP). SSOPs and SOPs are step-by-step instructions that are required in the workplace to control identified hazards to help ensure employee safety. Employees are trained in and must follow all practices and procedures that pertain to work they perform.



### Training employees

All OG&E employees receive personalized IIF (incident- and injury-free) training when they begin employment that includes a moving personal reflection on the impact of safety on one's family and friends. Additional training is assigned based on job duties, outlined in a formal training matrix for each business unit. Each position has been evaluated to identify all potential work situations and the safety training necessary to ensure the safety knowledge needed is provided to perform assigned work safely. As employees advance through apprenticeship programs, job progressions or supervisory roles, additional training is assigned and tailored to fit their new roles.



### Tracking performance

OG&E uses various metrics to gauge safety performance, including Southeastern Electric Exchange (SEE) ranking, Occupational Safety and Health Administration (OSHA) recordable injuries, incidents requiring first aid treatment, and near misses. The Company also tracks all vehicle incidents, regardless of severity. The Company's OSHA injury rate resulted in an SEE ranking of No. 1 for two of the last four years among the SEE reporting companies. This performance also resulted in the safest year on record in the Company's history.



### Awarding performance

To reinforce the Company's commitment to safety, OG&E awards employees for their safety performance. Every employee without an incident or injury is personally recognized each year by the CEO. A proactive recognition system empowers leaders and safety professionals to reward employees who go above and beyond encompassing the live safely value. In addition, employees can be rewarded for top safety performance with short term incentives, long term incentives, and annual compensation. The Company also presents an annual President's Safety Excellence Award to a work group for having the lowest and most improved incident rate that year and a Safety Excellence Career Achievement Award to one employee who has demonstrated a constant and long-term commitment to safety.



### Preparing for emergencies

OG&E is vigilant in planning to ensure the continuity of operations, assessing and preparing for potential risks impacting the reliability and resiliency of operations. The Company has an established organizational support structure and strategic framework to ensure life safety and protection of personnel, continuity of operations, and disaster recovery.

A FEMA-based Incident Command System enables robust planning and effective staffing so OG&E can restore power as quickly and safely as possible and continue to provide service to communities during storms and other disasters. Since 1999, the Edison Electric Institute (EEI) has recognized the Company's emergency response efforts 11 times during large-scale power restoration events affecting the OG&E system. In addition, the Company has been recognized by EEI eight times for assisting other utilities in their power restoration efforts following major storms.



### Keeping contractors safe

At OG&E, contractors must meet safety pre-screening performance requirements before being hired, to ensure they are capable of performing work in a manner consistent with the Company's safety expectations, standards and culture. Each contracted company receives a Contractor Reference Guide and Supplier Code of Conduct. They are required to maintain an established level of safety and report their safety metrics in ISNetwork, a leading contractor management software that monitors and audits safety performance, manages risk, supports sustainability, and strengthens relationships through regular performance reporting and contractor screening. In the field, a variety of contractor performance audits are performed by independent third-party safety professionals, OG&E's Health and Safety staff, and joint audits between OG&E and contract leadership. The Company continuously monitors contractor performance and conducts monthly and annual safety performance reviews.



### Continuing the culture

To further the Company's strong safety culture, every meeting begins with a safety moment. It can be anything from a driving tip to a personal experience. Employees also carry safety coins every day as a reminder to always live safely and to protect themselves and others from injury through constant engagement.

OG&E puts a stake in the ground, so to speak, by standing up and saying our employees deserve to work in the safest environment in the industry. Employees live and work safely not out of motivation to be in compliance or to avoid punishment, but instead because not doing so would violate a deep internal value.

**OG&E**<sup>®</sup>

**We Energize Life**

