



Safety Policy

SA-AC-1 Revision 5
Effective Date: 08-31-2022

Our Values

As the nation's top carbon-free energy producer, Constellation is accelerating the transition to a carbon-free future. We are committed to creating a better future for our communities through a business culture that prioritizes operational efficiency, resource stewardship, community partnerships, and innovative investments in the future. We are Dedicated to Safety and will operate all aspects of our businesses in a manner that protects the safety and health of its employees, contractors, customers and the general public. We will strive to continuously improve our performance and foster a safety culture that engages the entire workforce, to prevent accidents, injuries and occupational illnesses.

Our Guiding Principles

Constellation seeks to be strong safety advocates by:

- Recognizing the importance of safety as part of a sustainable business strategy.
- Striving to better understand the impacts that our operations have on our employees and the public and continually improving our safety performance.
- Ensuring our employees and contractors are active partners in implementing our shared vision of healthy safety culture.
- Holistically managing safety risks by incorporating a safety and governance framework into our business strategy.

Our Commitment

Constellation is committed to protecting our employees and the public by:

- Ensuring that all activities comply with, and striving to exceed, all applicable health and safety laws and regulations, and other requirements.
- Integrating safety performance lessons learned, industry best practices, and risk analysis into business planning, engineering design, and operating decisions, using the hierarchy of controls to minimize risk to employees, contractors and members of the public.
- Ensuring each employee recognizes and accepts their right and obligation to question, stop and correct any unsafe conditions or behaviors; and
- Ensuring that the value of employee empowerment in the prevention of injuries and illnesses is promoted, and that an open and honest dialogue with our employees (and their unions) on health and safety issues and performance is maintained.