



Pacific Gas and Electric Company[®]

Safety Principles

Nothing is more important than public and employee safety

- We must create an environment at PG&E where employees feel that they can raise all safety-related issues without peer pressure or fear of reprisal. This includes near hits and unsafe situations of any kind.
- We encourage open and honest communication on safety, so that we identify and eliminate unsafe situations and avoid incidents and injuries.
- To enhance safety and prevent future incidents, we will adopt a voluntary, non-punitive self-reporting system for unsafe occurrences and hazardous situations.
- We acknowledge and reward safe behavior and practices to encourage our employees, and to reinforce continuous learning.
- Safety discussions are used as an opportunity for learning and coaching. When an incident occurs, our first priority is to understand what happened and the underlying causes, not to discipline.
- We will adopt a behavior-based approach to discipline. Discipline will only be considered when employees act in a reckless manner; demonstrate a pattern of carelessness or non-compliance; or put themselves, their co-workers or the public at risk by intentionally violating the Keys To Life or Code of Conduct.

PG&E's Safety Commitment

- We will train, equip and qualify our people to work safely.
- We will design, build, operate and maintain our systems with the highest regard for the safety and well-being of all.
- We will identify and address the underlying causes of incidents to prevent them from recurring.

Personal Safety Commitment

- I will make my personal safety and the safety of my co-workers and the public my highest priority.
- I will make sure I understand how to do the work safely before I start the job.
- I will speak up about safety concerns.
- I will look for safety hazards and intervene to stop unsafe acts.
- I will close out and properly document my work .

Keys To Life

To assure your safety and that of your co-workers and the public:

- Follow safe driving principles.
- Use appropriate life-saving personal protective equipment (PPE).
- Follow electrical safety testing and grounding rules.
- Follow clearance and energy lock-out rules.
- Follow confined space rules.
- Follow suspended load rules.
- Follow safety at heights rules.
- Follow excavation procedures.
- Follow hazardous environment procedures.

