



Safety First at Southern Company

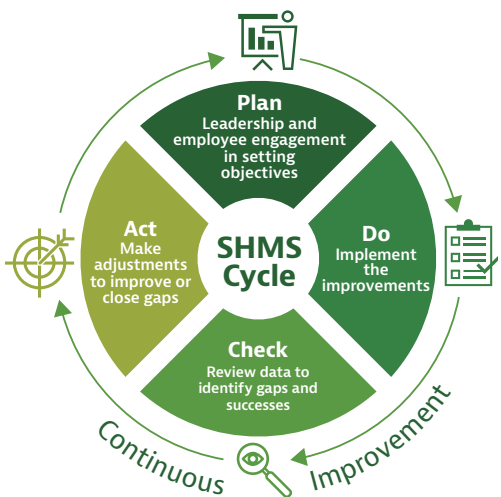
At Southern Company, safety is a core value throughout our system, and we realize that people are the power behind a safe workplace. Southern Company's Safety Policy is available and communicated to all employees and relevant external stakeholders, including contractors, suppliers, vendors, interns/co-ops, leased workers and temporary employees.

- ▶ We value the health, safety, well-being and security of our employees, customers, contractors and communities, and we will not compromise an individual's well-being for any reason.
- ▶ Safety First is our No. 1 value, and our goal is to complete "every day, every job, safely."
- ▶ Southern Company sustains a world-class safety and well-being culture through employee involvement and management commitment. We demonstrate Safety First by focusing on safety risk mitigation, meeting or exceeding applicable laws and regulations, and investing in research and cutting-edge safety technologies and processes.
- ▶ Safety is an ongoing process, necessary in every facet of business planning and daily decision making. Our target is excellence, and to achieve this, we pursue and sustain high standards, establish stretch goals, embrace benchmarking, and aggressively identify and close gaps in performance. We are the people who power safety.

Key safety metrics can be found in our [ESG Data Table](#).

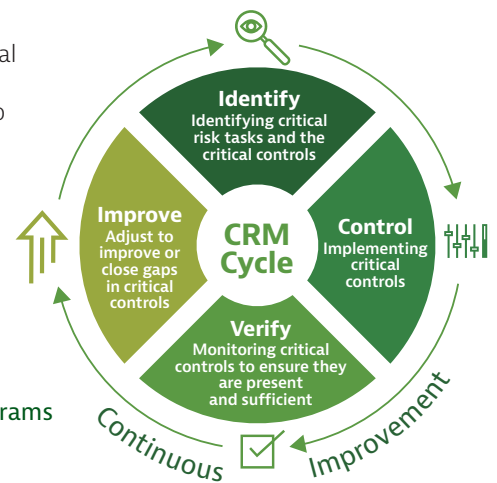
Safety and Health Management System and Critical Risk Management

One prime example of Southern Company's Safety First core value is our implementation and maintenance of a safety and health management system (SHMS). Our SHMS is a process for continuous safety improvement that includes 24 interconnected sections spanning all parts of the business. It follows a Plan-Do-Check-Act model that provides a routine and thorough review of the business to identify gaps and risks before an unwanted event occurs. Not only does our SHMS create a safer work environment, but it also reduces costs, demonstrates legal compliance, enhances company reputation and provides a sustainable process.



In addition to SHMS, we use the critical risk management (CRM) program to proactively identify and control risk to make sure everyone can go home the same way they arrived at work. The CRM approach involves identifying job tasks, controlling the hazards, monitoring the controls and making improvements to make sure everyone can go home the same way they arrived at work.

Learn more about our safety programs through this short [video](#).





Employee Engagement

No matter the job function or the level of risk involved, every Southern Company system employee is reminded often that safety is not the absence of injuries, but the readiness to respond to risk and the presence of controls.

- ▶ Leadership drives the implementation of our safety programs that keep the focus on risk management and reduction. Proactively managing exposures to hazards is the best indicator of safety performance. Leaders are expected to provide adequate resources to implement and sustain the SHMS and CRM processes. Ongoing reviews of job tasks, field observations, and trends help leadership set organizational safety goals and are crucial to driving continuous improvement and reducing risk.
- ▶ Before each job, we identify hazards and determine how to avoid them. We review safety details with all employees who will perform the work.
- ▶ While working, we watch out for each other and take action to correct unsafe conditions or behaviors when identified. Reporting safety concerns is appreciated and protected, to remove any fear from employees to do so and to encourage open communication. We have come to recognize that lessons learned from reporting all incidents provide the best opportunities to build trust and advance our safety program.
- ▶ Better understanding the precursors of potentially serious incidents helps us identify and implement the controls necessary to prevent serious injuries. We hone and build on our safety culture by engaging all employees in our solutions, continuing to share and build on learnings, and contributing to continuous process improvement to enhance safety.

Safety Reporting

As part of our focus on continuous improvement, in 2018 we recognized that our “Target Zero” safety initiative to pursue zero workplace injuries, set with the best of intentions, had unintended consequences – a hesitation to report minor incidents and near-misses. While we continue to measure rates of recordable injuries, lost-time rate and days away, we have modified a portion of our compensation goals to focus on serious injuries rather than total injuries. We have come to recognize that lessons learned from reporting all incidents provide the best opportunities to build trust, apply human performance principles and advance our safety program. Better understanding the precursors of potentially serious incidents helps us identify and implement the critical controls necessary to prevent serious injuries.

