

The EPCOR logo is a blue square with the word "EPCOR" in white, sans-serif, uppercase letters. A stylized sun or gear icon is positioned between the "P" and "C".

EPCOR

2026 Safety Refocus

Refocus on the Routine

**WE'RE
IN THIS
TOGETHER.**

Message from Ian MacNeill, Executive Vice President

Following a summer of severe weather events and sustained operational demands, many of you have worked through extended response efforts, increased workloads, and changing conditions. I want to thank everyone who stepped up, lived our purpose, and showed that communities can count on us . . .

No matter where you work — whether in the field, in a vehicle, or behind a desk — safety starts with taking a moment to pause, assess your work, and stay present in what you're doing. Small actions can make a big difference.

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From Safety Summit to Refocus

Earlier this year, our Safety Summit challenged us to Rethink the Routine.

Today, our Safety Refocus asks us to put those ideas into practice by:

- Pausing and assessing
- Looking for what has changed
- Challenging assumptions
- Speaking up and taking action

Why we refocus in September

September can be a higher-risk period across our operations because:

- Time away from the Safety Summit can lead to routine thinking returning.
- Employees and contractors are transitioning back from vacations and summer schedules.
- Work activity ramps up before the weather changes and year-end deadlines.
- Fatigue, changing routines and competing priorities can affect decision making.

Why this refocus matters

- Following the summer period, we often see an increase in incidents, near misses, and close calls across EPCOR.
- Changing routines, increasing workloads, and fatigue can reduce awareness and affect decision making.
- Many incidents occur during familiar tasks where assumptions replace active assessment.
- Small deviations can become normal.

The Risk in Routine Work

- Many incidents occur during routine work.
- Familiarity can reduce awareness.
- Early warning signs are often present.
- Small assumptions can lead to serious consequences.
- Small deviations can become normal.
- **What routine task in your work could benefit from a fresh look?**

STKY Employee Fall
Into Trench
Stuff That Kills You

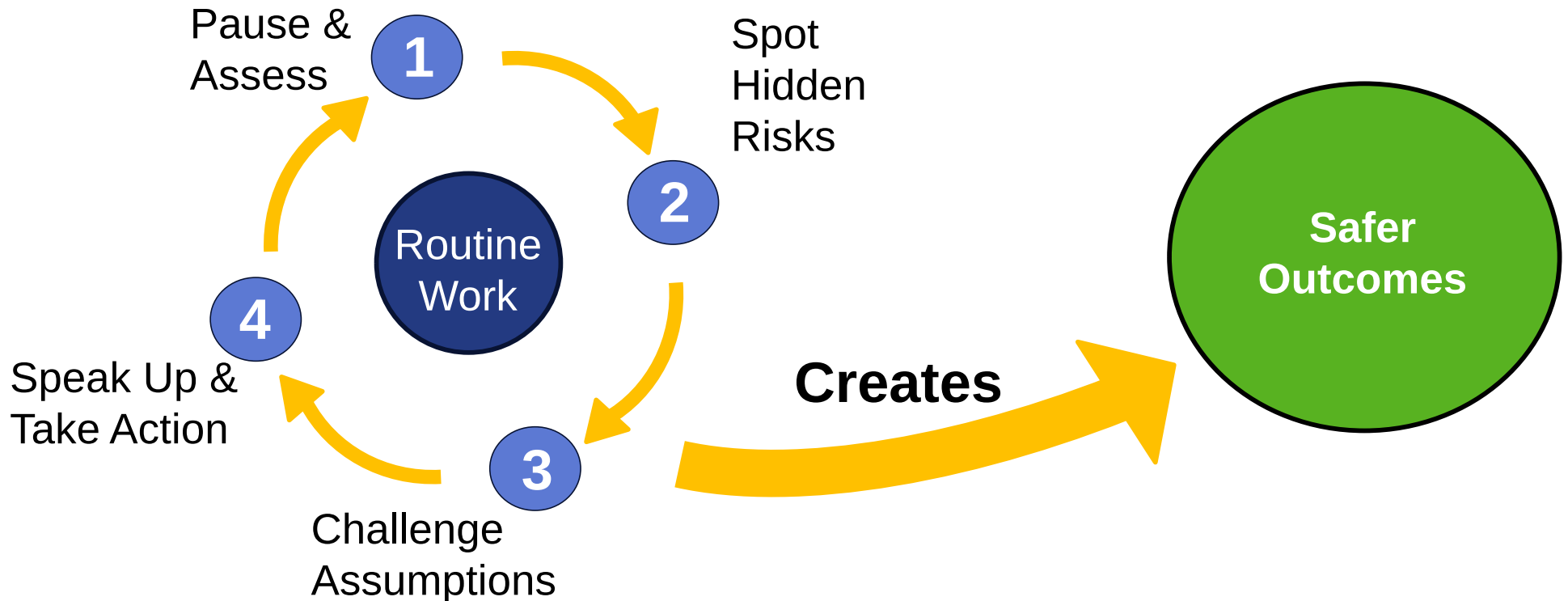
From awareness to action

Today's goal is simple:

- Pause and reflect
- Discuss scenarios
- Identify warning signs
- Challenge assumptions
- Take actions that prevent risk from becoming normal
- Focus on learning, not blame

Breaking the Routine Risk Trap

How refocusing on routine tasks helps prevent incidents



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The work may be routine. The risks are not.



Don't let risks become routine

Routine tasks deserve the same attention as unfamiliar ones.

In the upcoming scenarios:

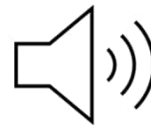
- What risks are/were present in the situation?
- What warning signs could be spotted earlier?
- How would you respond in the moment?
- What could happen if nothing changes?
- How do we prevent the acceptance of this risk from becoming normal?
- Could fatigue, workload, distraction, or competing priorities be influencing decisions in this situation?

Routine switching task

■ Scenario: A qualified employee is preparing to perform a routine switching task. While reviewing the switching order, they notice one step doesn't match the equipment labeling in the field. The employee has completed similar switching operations dozens of times.



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TO PLAY IN SAFETY.
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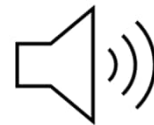
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Another printer run

- Scenario: An office employee walks by the same printer several times a day. A box of supplies has been sitting partially in the walkway for a week. One morning, while carrying a stack of documents, the employee approaches the area without noticing the obstruction.



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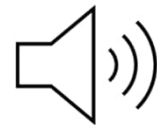


Routine valve inspection

■ Scenario: A water operator is performing a routine valve inspection at a facility they visit regularly. As they approach a valve vault, they notice the cover has been slightly displaced and there is standing water around the opening. The employee is running behind schedule.



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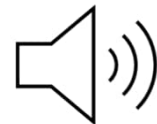


Multiple service calls

- Scenario: A gas operator is responding to multiple service calls following a severe storm. While investigating a reported gas odor, the operator receives repeated phone calls regarding another urgent assignment.



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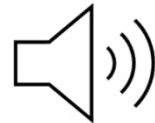


Contractor excavation setup

- Scenario: After several days working at a site, a contractor crew is ready to excavate near underground utilities. Some of the markings have faded but the crew is confident in their knowledge of the site.



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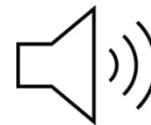


JHA / SWP review

■ Scenario: A crew is preparing to perform a task they've completed many times before. During the pre-job discussion, they review a Job Hazard Analysis (JHA) / Safe Work Plan (SWP) from a previous job. One employee notices today's conditions are different but doesn't say anything.



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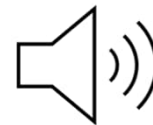
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Energy isolation verification

■ Scenario: A crew is preparing to perform maintenance on equipment they have worked on many times before. The required isolation has been completed, and work is about to begin. One employee notices something that doesn't look quite right.



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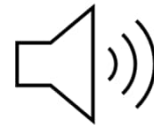


Suspended load

- Scenario: A crew is moving material using lifting equipment. The lift is routine, and everyone has participated in similar lifts before. As work begins, one employee enters an area beneath the load.



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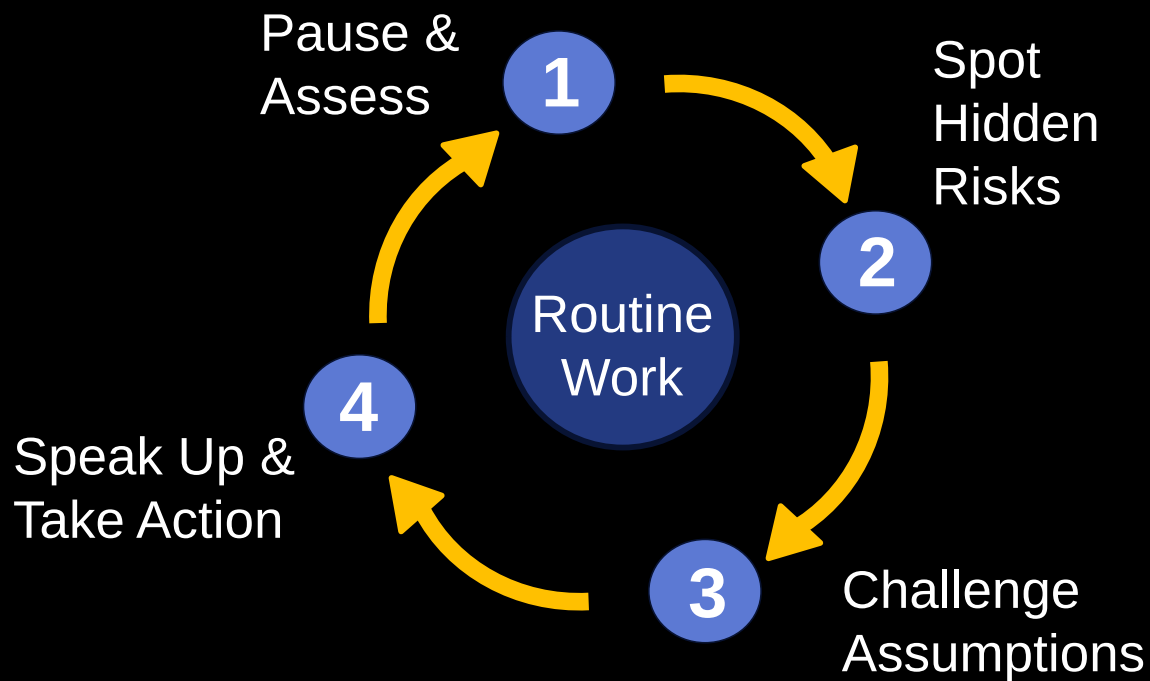


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Refocus on the Routine: Winter readiness

Don't let familiar winter conditions become routine hazards.

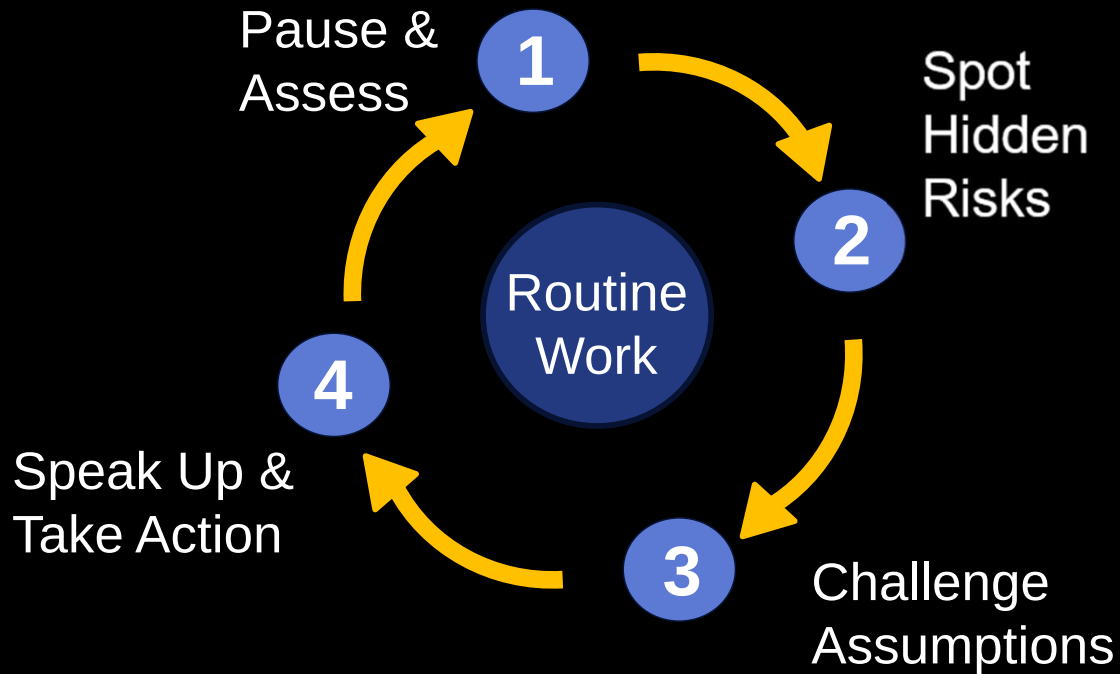


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Refocus on the Routine: Seasonal changes

The season may change. The work may be routine. The risks are not.



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Refocus on the Routine: Next steps

Notice

- Look at routine work with fresh eyes
- Watch for changing conditions
- Identify hidden risks

Question

- Challenge assumptions
- Verify instead of assuming
- Ask “What’s different today?”

Act

- Speak up about concerns
- Address hazards before they become normal
- Share lessons learned with others



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MATTERS
TO US.
BECAUSE
YOU
MATTER.