



# Health and Safety, Environment and Quality Policy

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This policy covers commitments in the areas of safety (personal safety, infrastructure, environment and road safety), physical and emotional health and well-being, environment (promoting decarbonisation, energy efficiency and preservation of natural capital) and quality and excellence (promoting efficient management, continuous improvement and innovation, focusing on meeting the needs of the different stakeholders).

Enagás adheres to the spirit and letter of the obligations and regulations of the various legal jurisdictions in which it operates, and to any others it has undertaken voluntarily.

This policy applies and it is communicated to all employees and managers of all companies making up the Enagás Group, including any affiliates effectively controlled by it, within the limitations established in the regulations applicable. In the case of affiliates not effectively controlled by the Enagás Group, principles and directives that are consistent with those established in this policy will be proposed in their Board meetings. When working with contractors, suppliers, and other entities collaborating with Enagás or acting on its behalf, Enagás will promote principles and commitments consistent with this policy.

## **Commitments**

Enagás establishes the following commitments in relation to safety, health, the environment and quality:

- Adhering to regulations, internal regulations, regulatory and legal requirements and other requirements applicable (international standards and regulations, collective bargaining agreements, voluntary programmes, etc.) to company staff and any third parties related to the company (suppliers, contractors, business partners etc.).
- Identifying, assessing and managing the risks and opportunities arising from company activities.
- Promoting continuous improvement and excellence in management

by implementing internationally recognised models. This will be achieved through the adoption of best practices, the establishment of auditing processes, the periodic review of the integrated management system, and indicators that allow continuous monitoring of performance.

- Enhancing innovation and productivity by evaluating profitability, efficiency, sustainability, safety, health, and asset integrity.
- Defining objectives and targets to improve the performance of the company and ensuring their attainment by allocating the appropriate technical, human and material resources and adopting best available technology to achieve effective implementation of the policy.
- Ensuring the transparency of information given to stakeholders by applying internal processes, controls, and protocols that ensure its reliability and rigour, as well as its confidentiality.
- Providing training and information to ensure that company employees are aware of and comprehend the regulations and commitments to enable them to carry out their tasks.
- Implementing processes geared towards participation, dialogue and consultation with stakeholders, to guarantee compliance with their needs and expectations and create shared value, and foster the acknowledgement of Enagás as a leading company in this regard.
- Creating a culture of excellence and involving people through teamwork, internal communication, knowledge management, talent development, equal opportunity, and recognition of achievements.
- Ensuring that a culture of resilience is maintained so that any threats or disruptive situations can be adequately managed.
- Documenting, implementing and maintaining the Integrated Management System.
- Updating this policy on a regular basis to ensure it includes international best practices and recommendations, in keeping with the recommendations of the OECD Guidelines for Multinational Companies.

Enagás also establishes the following specific health and safety commitments:

- Integrating risk prevention management into the company's line of command, encouraging innovation applied to management and preventive actions.
- Maintaining a high level of safety in facilities and work, guaranteeing safe conditions in the design, operation and maintenance of facilities, processes and equipment by means of:
  - Systematic processes and procedures to constantly monitor risks and tasks.
  - Regular training for professional employees in the safe operation of facilities and equipment, with instructions as to the necessary action to be taken in emergency situations.
  - Systematic processes for reporting, investigating, following up corrective actions and learning from incidents and

accidents that occur.

- Compliance with the specific Serious Accidents Policy at the facilities concerned.
- Establishing emergency measures and actions in the event of a crisis situation in the various work centres and work sites to ensure the protection of people, goods and the environment while business activities are being engaged in.
- Planning, control and management of risks arising from or related to conversion projects or operational changes to avoid foreseeable emergency situations.
- Eliminating hazards and reducing risks to health and safety at work to prevent occupational diseases and accidents.
- Promoting physical and emotional health and well-being through awareness and sensitisation campaigns.
- Ensuring information, consultation and participation of workers in the field of health and safety at work.
- Offering professionals a health monitoring service, depending on the risks involved in their work.
- Reducing the rate of accidents related to work and road safety (traffic accidents, etc.) and their severity through specific targets and indicators to this end.

Enagás also establishes the following specific commitments to protect the environment and prevent pollution:

- Carrying out a regular assessment of the dependencies and impacts of the activity on natural capital.
- Ensuring the correct management of all environmental aspects, identifying and implementing preventive and corrective actions, including emergency measures, aimed at achieving the established objectives and preventing environmental accidents.
- Ensuring efficient use of resources by applying circular economy solutions.
- Setting targets for neutrality and net positive impacts on key environmental aspects:
  - Carbon neutrality.
  - No net loss and positive net impact on nature and biodiversity.
  - No net deforestation.
  - Zero waste.
- Setting targets to minimise impacts and dependencies on less significant environmental aspects (emissions of polluting gases, water, noise, light emissions to the outside, spills and leaks).
- Promoting environmental commitments and actions in our value chain through:
  - Regularly assessing our key suppliers and the company's investees in relation to key environmental aspects and recommending actions for improvement.

- Prioritising sustainable procurement that benefits the environment and society.
- Procuring and designing energy-efficient products and services.
- Promoting the development of sustainable energy solutions to contribute to the decarbonisation of upstream and downstream activities in the sector's value chain.

Enagás also makes the following specific commitments to asset management in terms of quality and excellence:

- Meeting the expectations and needs of our customers throughout the asset life cycle, from design to decommissioning.
- Ensuring integrated, efficient and sustainable management of the asset life cycle, taking into account performance (availability and quality of service), risk and associated costs, with the aim of ensuring the quality of the service and its traceability, contributing to the organisation's value creation and achieving the objectives set.
- Ensuring the integrity of assets, minimising risks throughout their life cycle, with a focus on the safety of people, infrastructures, the environment and environmental protection.
- Creating a management framework that enables:
  - Ensuring organisational resilience in the short and medium term.
  - Improving responsiveness by promoting initiatives aimed at a more agile and flexible organisation, as well as simplification and digitalisation of processes.
  - Promoting cultural change aimed at continuous improvement, innovation and the introduction of new ways of working.

### **Management model**

Enagás has established an integrated safety, health and wellbeing, environment and quality management system, certified to international regulations and standards (ISO 9001, ISO 14001, ISO 50001, EMAS, ISO 45001, ISO 39001, ISO 55001) and based on the due-control principle and focusing on adherence to the commitments set out in this policy, which may be summarised as follows:

- The responsibility for health and safety, the environment and quality lies with each component of the organisation at its specific level of action, in particular with Management representatives and the members of the hierarchy who are responsible for proper management, i.e:
  - The Board of Directors is responsible in terms of the orientation, supervision and control of company policy and strategy in connection with health and safety, the environment and quality, in addition to risks and public information in this regard.
  - The Health and Safety, Environment and Quality Committees

report to the Sustainability Committee, which in turn reports to the Sustainability and Appointments Committee created at Board level.

- The various departments of the company are responsible for establishing and setting priorities for courses of action, objectives and follow-up indicators.
- Reflection of the company's commitments in its regulations, constituted by the Enagás Group Code of Ethics, and the policies, processes and controls for their effective implementation.
- The existence of compliance mechanisms such as the Ethical Compliance Committee, which reports to the Board's Audit and Compliance Committee and, among other tasks, is responsible for ensuring that the company's commitments set out in its code of ethics and policies are known, understood and adhered to.
- The establishment of a procedure for the management of consultations and reporting regarding irregularities or breaches of the Code of Ethics and the regulations and policies inspiring it, in relation to which responsibilities and functioning are described in the Enagás Code of Ethics.

**This policy was approved by the Enagás Board of Directors on  
20/06/2022**