



# Health and Safety Policy

---

This policy includes commitments in the areas of safety (people, infrastructure, environmental and road safety), health and physical and emotional well-being. The commitments of this policy contribute, among others, to the achievement of the Sustainable Development Goals.

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 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.

In addition, the Company will also encourage the application of the principles of this Policy in respect to joint ventures and other equivalent associations or entities to the extent possible. 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, placing special emphasis on the supply chain.

## Commitments

This policy sets out the following health and safety principles and commitments:

- Adhering to regulations, internal regulations, regulatory and legal requirements and other requirements (international standards and regulations, collective bargaining agreements, voluntary programmes, etc.) applicable 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 through health, safety, and asset integrity criteria.
- 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.
- Applying processes that ensure the transparency of information given to stakeholders and the confidentiality of said information.
- 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.
- Fostering a health and safety culture to provide healthy and safe working conditions, appropriate to the purpose and context of the organisation and the nature of its risks.
- Ensuring that a culture of resilience is maintained so that any threats or disruptive situations can be adequately managed.
- Updating this policy on a regular basis to ensure it includes international best practices and recommendations.
- 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 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 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 occupational health and safety

to prevent occupational diseases and accidents.

- Promoting physical and emotional health and well-being through actions to minimise psychosocial risk factors, awareness and sensitisation campaigns.
- Ensuring information, awareness, consultation and participation of employees in the field of health, safety and road safety.
- 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.

## Management Model

Enagás has a Safety, Health and Welfare management model, certified in accordance with the following regulations and standards: ISO 45001, ISO 39001 and WHO (World Health Organisation) healthy company included in the scope of the Integrated Health and Safety, Environment and Quality Management System, and based on the due-control principle and focusing on adherence to the commitments established in this policy, which may be summarised as follows:

- The responsibility for health and safety 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 direction, supervision and control of the company's quality and operational excellence strategy and policy, in addition to risks and public information in this regard.
  - The Health and Safety, the Environment and Quality Integrated Management System Committee is responsible for establishing the basic guidelines for the development and monitoring of the management of the integrated system, coordinating the different actions of this nature and reporting to the Executive Committee.
  - 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 that allow and facilitate their effective implementation.
- The existence of regulatory compliance mechanisms and bodies 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 existence of a whistleblowing channel (ethics channel), accessible both to employees and to third parties with whom Enagás has professional relations (suppliers, contractors, customers, partners, local communities, associations, etc.) and the establishment of a procedure for managing notifications and queries regarding irregularities or breaches of the Code of Ethics and the rules and policies that inspire or develop it, the operating principles of which are described in the Enagás Code of Ethics and in the Internal Reporting System Policy.
- The implementation processes for the purposes of prior information, participation, dialogue, consultation and collaboration with stakeholders, in order to guarantee that their needs and expectations are known to the company and, where appropriate, added to its management.
- The responsibility of documenting, implementing and maintaining the Integrated Management System.

**This policy was approved by the Enagás Board of Directors on  
20/05/2024**