

# GE-21 Health Policy

**Applicability:** All employees of Sempra Infrastructure must comply with the full policy.

**Responsible Dept.:** Health, Safety and Security

**Contact:** Carlos Barajas

[CBarajas@sempraglobal.com.mx](mailto:CBarajas@sempraglobal.com.mx)

**Effective Date:** 08/20/2024

**Revision Date:** mm/dd/yyyy

**Revision:** 00



## Policy at a Glance



### Policy Overview

This policy establishes the guidelines and responsibilities that all Sempra Infrastructure (“SI”) employees, Vendors and Guests must follow to preserve health and well-being during the development of work-related activities such as administrative, operational, and constructive processes, among others.

This policy applies in all SI facilities and in any location where an SI employee or Vendor is conducting business on behalf of SI, as may be contemplated by the vendor agreement.

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## Policy

### 1. Applicability

- This policy is applicable in SI facilities and in any location where an SI employee or Vendor is conducting business on behalf of SI and in any SI location where SI Guests are present.

### 2. Scope

- This policy establishes the guidelines and responsibilities that SI employees and Vendors must follow to prevent illnesses and future health problems related to their work activities at SI, as well as their well-being.

### 3. Health and Wellness Guidelines

- Health and wellness are fundamental values at SI, and SI recognizes that it operates optimally when its employees, Vendors are healthy, and is committed to developing and promoting healthy work and life.
- All employees and Vendors, must:
  - Identify and analyze work-related factors that affect or could affect health, including physical, chemical, biological, radiological, and psychosocial agents in the workplace, to prevent or minimize exposure due to specific employment conditions.
  - SI employees and subcontractors must use provided tools and participate in initiatives that improve personal well-being.
  - Promote an organizational environment within SI, that prevents violence and conditions that could impact the mental health in the workplace.
  - Comply with the applicable laws, regulations, and requirements related to Occupational Health.
- The competence as well as physical and mental capacity of SI's employees and Vendors will be verified before a task is assigned.
- Any non-compliance by Vendors of any SI policies, guidelines, measures, procedures, or requirements may lead to the removal of SI facilities and further access restrictions. In this event, the corresponding SI department responsible for the Vendor or Guest must be notified to proceed with the implementation of the applicable measures and procedures, which may include the termination of the service and the commercial agreement, as applicable.

### 4. Health, Safety and Security Department Responsibilities

- The Health, Safety and Security department is responsible for establishing baselines and mechanisms for periodic comparison and ongoing analysis of the health and well-being of SI employees.



## Definitions

- *Guest* – means any non-SI employee or Vendor.
- *Psychosocial* – Risk factors that can cause anxiety disorders, non-organic sleep-wake cycle, and severe and adaptive stress derived from the nature of the job functions, the type of workday, and exposure to severe traumatic events or acts of workplace violence against the worker, due to work performed. They include dangerous and unsafe conditions in the work environment; workloads when they exceed the worker's capacity; lack of control over work (possibility of influencing the organization and development of work when the process allows it); work days longer than those provided for in the Federal Labor Law,

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rotation of shifts that include night shift and night shift without periods of recovery and rest; interference in the work-family relationship, and negative leadership and relationships at work.

- *Sempra* – means the parent company of Sempra Infrastructure.
- *SI* – Sempra Infrastructure.
- *Vendor* – means any distributor, contractor, merchant, or other seller providing goods or services to SI.



## Related Corporate Policies – Documents available at TheHub.

- GE-20 Safety Policy
- GE-19 Security Policy
- GE-M01 Health, Safety and Security Directives Manual



## Information Retention Guidance

For guidance as to the appropriate retention period for information related to this policy, please refer to the Information Management Policy – Corporate Policy available at [SempraNet](#).



## Help is a Click Away

You may raise questions or concerns about compliance or ethics issues through one the anonymous [Ethics & Compliance Helpline Reporting Options](#).



## Revision Dashboard

Number of revision	Date of revision (mm/dd/yyyy)	Affected Section(s)	Included changes	Authorization