

General	
Code: GE-21	Versión: 02
Elaboration date: 31 dic 2014	Modification date: 27 jun 2021

## Occupational Health and Process Policy



### 1. Objective and scope

This policy establishes guidelines that must always be followed, to preserve occupational health and well-being and without exception in the development of all activities, administrative, operational, and constructive processes, among others.

This policy applies to all personnel (whether they have an indefinite, temporary and/or outsourcing contract), in all entities or tasks assigned by and for the benefit of Infraestructura Energética Nova, S.A.B. de C.V. and its different Subsidiaries in Mexico, hereinafter "IEnova" or "Company".



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### 3. Policy

#### 3.1 Safety as a fundamental value and a condition of employment

It will be the responsibility of each individual to guarantee a work environment in which future illnesses and health problems derived from any work activity are prevented.

Among those measures to be implemented are the following:

- Identify and analyze work related factors that affect or could affect health, these include physical, chemical, biological, radiological, and psychosocial agents in the workplace, in order to prevent or minimize exposure due to specific employment conditions.
- Establish baselines and mechanisms for periodic comparison, regarding the health and well-being of workers.
- Verify the competence as well as physical and mental capacity of the staff prior to assigning tasks.
- Provide tools and initiatives aimed at improving the wellbeing of employees.
- Promote a favorable organizational environment that prevents situations of workplace violence and / or conditions that could impact mental health
- Compliance with applicable laws, regulations, and occupational health requirements

IEnova considers that it operates optimally when its people are healthy, therefore, it is committed with the development and promotion of healthy work and life.



### 4. Definitions and terminology

Term	Definition
<b>Policy owner</b>	Responsible of creating, reviewing, and assuring that the content in this policy is updated, relevant and in compliance with the applicable laws and regulations.
<b>Entity</b>	That identifiable unit that carries out economic activities, constituted by the combinations of human, material, and financial resources (integrated set of economic activities and resources), led and managed by a single control center that makes decisions aimed at fulfilling the specific purposes for which was created.
<b>Subsidiary</b>	Entity over which IEnova is a shareholder and in some way can be said that has "control" over the Entity. IEnova shall be understood to have control of an Entity if it has the capacity to execute any of the following acts: (i) impose, directly or indirectly, decisions in the general meetings of shareholders, partners or equivalent, or appoint or dismiss the majority of the directors, administrators or their equivalents of an Entity; (ii) maintain the ownership of rights that allow, directly or indirectly, to exercise the vote regarding more than fifty percent of the Entity's capital stock; or (iii) direct, directly or indirectly, the administration, strategy or main policies of an Entity, whether through ownership of securities, by contract or in any other way.
<b>Psychosocial Risk Factors</b>	Those 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 the work performed.

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	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, 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.
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### 5. References and formats

#### 5.1 Internal References

- GE-20 Occupational and Process Safety Policy
- GE-M01 Manual of the Safety and Health Principles

#### 5.2 External references

- Federal Regulation on Safety and Health at Work (STPS from the Spanish initials - Secretaría del Trabajo y Previsión Social)
- Global Strategy in Occupational Health (World Health Organization)

#### 5.3 Formats

Code and document name	Retention code



### 6. Responsible

Responsibility	Department
Manage the content of this Policy (Policy owner)	Health and Safety
Comply this Policy	All collaborators
Monitor compliance	Health and Safety
Apply sanctions	Talent and Culture Management



### 7. Authorization

Name	Position
Rene Buentello Carbonell	General Counsel and Chief Compliance Officer
Roberto Rubio Macías	Comptroller Vice President
Ramiro Fernández	Health, Safety and Security Director

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### 8. Contacts (Doubts and clarifications)

Questions related to the implementation or compliance of this policy should be discussed with the immediate supervisor; The contact designated as responsible for this policy will be the Health and Safety Manager or could contact the Ethics Support Line at 01 (800) 062 2107. The Ethics Support Line is available 24 hours, 7 days of the week. All calls to the Ethics Support Line can be treated confidentially.

Contact	Email	Telephone number
Remigio Agraz	ragraz@ienova.com.mx	(662)109 37 00



### 9. Change control

Revision	Date	Description	Section	Observations
01	Aug 01, 2020	Review policies Project	All	Adaptation to the new format
02	Jun 27, 2021	Format adequations	4, 5.3	