

General	
Code: GE-20	Versión: 02
Elaboration date: 31 dic 2014	Modification date: 27 jun 2021

Occupational and Process Safety Policy



1. Objective and scope

This policy establishes guidelines that must always be followed, without exception to preserve occupational and process safety 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, regardless of the role or position they perform, to work safely in their area and during the assigned task; as well as to verify the safety conditions in which coworkers perform their duties.

Among the measures to be implemented are the following:

- Ensure workplace is free from recognized hazards without the benefit of safeguards
- Guarantee safe work practices and adequate preventive measures for people, facilities, and processes
- Establish continuous improvement mechanisms based on periodic monitoring of work areas, indicators, and international practices.
- Communicate, investigate, and analyze any incident that has occurred to ensure lessons learned are brought into management systems and corporate expectations.
- Immediately notify any unsafe situation that may be observed.
- Compliance with applicable laws, regulations, and safety requirements

It will be the responsibility of those workers who, due to their function, have the authority to direct how, when or where another person should carry out a task (direct or indirect subordinates, contractors, among others) to take the precautions that the nature of the activity or the process to be performed require to avoid physical harm to any person.

Whether the task is urgent, important, or routine, IEnova works safely, always.

The IEnova Corporate Health and Safety Management System Manual is derived from this Policy, and from the Health Policy.

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4. Definitions and terminology

Term	Definition
Policy owner	Responsible of creating, reviewing, and assuring that the content in this policy is updated, relevant and in compliance with the applicable laws and regulations.
Entity	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.
Subsidiary	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.



5. References and formats

5.1 Internal References

- GE-21 Occupational Health and Wellness Policy
- GE-M01 Manual of the Safety and Health Principles

5.2 External references

- Federal Labor Law (México), Ninth Title, Work Risk
- General Liability Clause of the US Occupational Safety and Health Administration (OSHA)

5.3 Formats

Code and document name	Retention code

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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



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
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9. Change control

Revision	Date	Description	Section	Observations
01	Aug 01, 2020	Review policies Project	Code	Name update from HS-01 to GE-20
02	Jun 27, 2021	Format adequations	4	