

# HSEQ Policy



## Purpose

This Policy aims to **successfully develop its vision of safety, occupational health, environment and quality (hereinafter HSEQ)**, which is to take care of all the people who work and collaborate with our company, our customers, and the communities and environment in which we operate, committing ourselves to always improve ourselves.

It also seeks to ensure that **the principles of occupational health and safety, environmental protection and product and service quality are integrated into the Company's business decisions and business plans**. Finally, it intends to establish a reference framework for establishing sustainable and effective HSEQ management systems.

## Our Commitments

- To always make the health and safety of our workers prevail, **applying the principle that all accidents are avoidable, allocating the necessary resources for this purpose.**
- **To ensure the integrity of operations and establish the necessary hazard control and risk mitigation measures** to minimize the consequences of potential major accidents, providing the highest level of protection and safety to both the people working for the Group and the assets, processes, and environments and populations around its facilities.
- **Set challenging goals and targets** in the areas of Safety, Health, and Environment by monitoring, analyzing, and reporting the outcomes, and taking the required steps to accomplish them.
- Promote the **transparency principle by regularly reporting** on matters of Safety, Health and Environment issues.
- Undertake the **necessary preventive measures to avoid the materialization of pollution and incidents (industrial and personal) such as fires, blowouts, explosions, spills, or leaks**; apply such measures in research to avoid their recurrence and develop methods to minimize and avoid the impact on the ecosystem – especially with regard to water resources, waste, soil, biodiversity, atmosphere, noise, odors, and light impact. And apply these measures in production, facilities, products, services, distribution and logistics operations and promote them with suppliers and customers and in due diligence processes.
- **To inform, train, and sensitize our employees on HSEQ matters**, enhancing the mechanisms for consultation and participation of our workers and their representatives, when they exist, investing resources in generating and disseminating knowledge, and reporting the Company's performance. In addition, **require suppliers and contractors to have their professionals trained in such matters** prior to making the contract official.
- Promote **research and innovation in HSEQ**, environmental protection, and sustainable consumption.
- **Use resources efficiently, ensuring that the value of OUR products and materials is kept in circulation for as long as possible**, minimizing the generation of waste, and optimizing its management to support the circular economy. In particular, reasonable and appropriate use of water resources, contributing to their quality, adequately managing their collection and discharge beyond regulatory compliance.
- **Maintain the protection of the health and safety of our customers and the general public** throughout the life cycle of the products that we manufacture and sell.
- To regularly provide quality products and services **that meet the needs and expectations of our customers.**
- **To promote sustainable and effective management systems** through the planning of review, analysis, correction and continuous improvement activities.
- Comply with the specifications defined, the applicable legal requirements and the commitment adopted by the Company in terms of **safety, quality and environmental aspects** of our products, services, and activities.

## Scope of Application

**This Policy applies to Cepsa, the Group's subsidiaries where effective control is exercised, their directors and employees, and to third parties with whom there are legal relationships and who have adhered to it.**

Additionally, persons acting as representatives of the Group in companies and entities not belonging to the Group, or where our Company does not have effective control, shall promote, to the extent possible, the implementation of principles and guidelines consistent with those set forth in this Policy.