

COMMITMENT TO SAFETY

Our Policy on Health and Safety at Work

Nortegas Energía Distribución, S.A.U.
NED España Distribución Gas, S.A.U.
NED Suministro GLP, S.A.U.
Nortegas Energía Grupo, S.L.U.
Tolosa Gasa S.A.
Nortegas Green Energy Solutions, S.L.U.

The health and safety of all individuals who take part in the activities of NORTEGAS is a top strategic priority for our business group.

NORTEGAS is committed to building a culture of safety and incorporating it into all our activities, with the participation and engagement of all employees, contractors and suppliers, and to fostering this culture among all individuals affected by the activities carried out by the business group.

The NORTEGAS promise

- One of our business management objectives at NORTEGAS is to continuously maintain a culture of health and safety at work by building awareness, engaging people and providing the necessary resources to:
 - Ensure a safe and healthy work environment, guaranteeing compliance with legislation at the very minimum.
 - Provide training and information to employees regarding the risks inherent to our activities, ensuring that they are aware of the importance of complying with safety rules.
 - Protect installations and equipment by applying the best available techniques and monitoring and updating work processes continuously, with the aim of removing or minimising risks for employees, contractors and all individuals outside the business group that may come into contact with our infrastructure.
- Safety is a fundamental component of the quality of the services and products of NORTEGAS companies.
- We believe that an effective safety policy and the continuous improvement of our health and safety results can only be achieved by engaging every level of management, and with the contribution and support of all employees, contractors, suppliers and stakeholders. For this reason, NORTEGAS requires all contractors to adopt practices that are in line with the principles that form the foundation of this policy.
- **No situation or urgent service justifies putting someone's life in danger.**

Guidelines of Health and Safety Practices at NORTEGAS

1. Safety (which includes safety, hygiene and health at work) forms an integral part of the activities of all NORTEGAS companies and is present in all decisions: in projects, in construction, in extraction, in personnel management, in supply processes and in our interactions with customers, with contractors and with the general public.
2. Safety is an attitude and a willingness underlying the activities of each individual, and is constantly reaffirmed through respecting and complying with legal requirements and all applicable regulations and procedures, and through taking the initiative and contributing towards our efforts to perfect our safety performance.
3. Safety is an inherent aspect of hierarchical responsibility, which enables us to ensure that regulations are followed, maintain a visible and consistent commitment to safety, properly train and inform employees, and monitor work environments.

COMMITMENT TO SAFETY**Our Policy on Health and Safety at Work**

4. Each company is responsible for managing its activities at all times and in all situations with a 'zero accidents' objective, by continuously improving the management of aspects related to safety and safety performance, and by setting concrete progress objectives.
5. Safety at work must be achieved through a systematic risk analysis involving workers and their representatives, as well as contractors, where applicable, with the aim of identifying and addressing all situations of risk when preparing for work to be carried out; risks must be minimised to the point of acceptability. If a job cannot be done safely, it will not be undertaken or will be suspended until the risk level is acceptable.
6. The investigation and analysis of incidents—accidents and near misses—will be systematic, and lessons will be drawn from them in order to prevent such incidents from happening again, a fundamental factor in ensuring the continuous improvement of the prevention of workplace accidents and work-related illnesses.
7. Employees will never be penalised for sharing concerns about a subject related to health and safety at work, or being involved in a near miss (unless an illegal act was committed knowingly and intentionally or a safety regulation or procedure was wilfully violated).
8. Safety procedures must be continuously updated in accordance with existing risks and all applicable local regulations.