

# HEALTH, SAFETY, ENVIRONMENT AND SOCIAL IMPACT POLICY

## We are committed to:

- acting responsibly on the health, safety, environmental (HSE) and social impact of our activities as part of daily business operations
- improving asset integrity and preventing health, safety and environment events, whilst maintaining a high standard of emergency response capability
- reducing our environmental footprint, protecting natural values and adopting international efforts that target transition to net zero
- making a positive impact on the communities in which we operate, and on society in general
- raising awareness and promoting a culture in which all INA Group employees and contractors share this commitment and take an active role in continuous improvement of HSE management system

## To achieve this INA Group companies:

- comply with legal requirements and INA Group standards following best practices
- control health, safety, environment and social risks and minimize impacts of our operations, products and services
- protect and strive to improve the health, safety and wellbeing of our employees, contractors and customers
- ensure that contractors are properly qualified, educated and they conduct themselves according to our standards
- appraise and reward employee and contractor behaviour accordingly
- continuously measure, evaluate and improve our HSE and social performance, consult it with employees and workers' representatives, and communicate it openly to stakeholders

All our employees and contractors have a responsibility to maintain high health, safety and environment standards, and management must take a leadership role in this. INA Group Health, Safety, Environment and Social Impact Policy is valid for all INA Group companies. We also aim to promote this policy in non-operated joint ventures.

December 8<sup>th</sup>, 2021

President of the Management Board of INA



Sándor Fasimon