

# Sustainability Policy

**Applicability:** All employees of Sempra Infrastructure Mexico must comply with the full policy.

**Responsible Dept.:** Sustainability

**Contact:** Lucila García

[lgarcia@sempraglobal.com.mx](mailto:lgarcia@sempraglobal.com.mx)

**Effective Date:** 01/16/2024

**Revision Date:** mm/dd/yyyy



## Policy at a Glance



### Policy Overview

This policy provides the guidelines on how Sempra Infrastructure Partners (“SI”) shall conduct its business recognizing that, to endure as a company, SI needs to focus on growth and profitability while conducting its business in a responsible and ethical manner that factors in our impact on a wide range of stakeholders, including investors, communities, employees, Vendors and customers.



### What is ok

Identify, assess, manage and monitor environmental, social, and health and safety risks in a systematic manner during the lifecycle of SI’s projects, and ensure continuous improvement.

Enable effective two-way communication mechanisms with SI stakeholders.

Provide relevant and transparent information to SI stakeholders on Sustainability topics.



### What is prohibited?

Conducting company business in a manner contrary to the principles and requirements provided in this policy is prohibited.

Have any questions?



Lucila García | [lgarcia@sempraglobal.com.mx](mailto:lgarcia@sempraglobal.com.mx)  
[Spolicies@SempraGlobal.com](mailto:Spolicies@SempraGlobal.com)

Have something to report?



[www.SempraEthics.com](http://www.SempraEthics.com)  
[www.lineadenuncia.com/sicontigo/](http://www.lineadenuncia.com/sicontigo/)  
United States: 800-793-7723  
Mexico: 800-062-2107

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## Policy

### 1. Applicability

- This policy is mandatory and applies to all SI Mexico-based companies and employees.

### 2. Scope

- The scope of this policy includes all the Sustainability principles that guide how SI shall conduct its businesses.
- The guidelines to create long-term sustainable value for all SI stakeholders by managing risks and capturing opportunities related to environmental stewardship, stakeholder engagement, and governance.
- The guidelines to ensure that all SI activities are developed with ethics, respect, and commitment to its employees and business partners, the communities where it operates, and the environment.

### 3. Sustainability Guidelines

- Sustainability is a central component of the SI business strategy which shall:
  - Abide by applicable laws, regulations, and permit requirements in the countries where SI operates.
  - Support international standards and initiatives that promote sustainability, including:
    - The Universal Declaration of Human Rights;
    - The International Labor Organization's Declaration on Fundamental Principles and Rights at Work;
    - The United Nations' Guiding Principles on Business and Human Rights;
    - The International Finance Corporation Performance Standards on Environmental and Social Sustainability, and
    - The Ten Principles of the UN Global Compact.
  - Identify, assess, manage and monitor environmental, social, and health and safety risks in a systematic manner during the lifecycle of SI's projects to ensure continuous improvement.
  - Enable effective two-way communication mechanisms that allow SI to receive, respond to, and manage questions, grievances, concerns, and external communications from its stakeholders.
  - Provide relevant and transparent information to its stakeholders on Sustainability topics.

### 4. Sustainability Principles

- SI activities in Mexico are guided by the following principles:
  - To help ensure that all employees, contractors and Vendors adhere to ethical values and standards.
  - To operate in a way that is sustainable and respectful of the environment, striving to use natural resources efficiently, helping to enable the energy transition and protecting biodiversity and the ecosystems where SI operates.

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- To provide a safe and healthy work environment, by fostering SI employees' wellbeing, providing ongoing training, implementing disease prevention programs, and giving its employees the faculty to remove themselves from hazardous situations.
- To respect labor rights and require our contractors and Vendors to do the same, including commitment to equal opportunities, non-discrimination, anti-corruption, remuneration and benefits, freedom of association, protection of whistleblowers, and prohibition of child labor and forced labor, among others; as well as provide access to a grievance mechanism where stakeholders can report incidents.
- To promote the health, safety and security of the communities where SI operates and encourage their participation in a culturally appropriate manner, recognizing the diversity of the regions where SI works.
- To carry out land acquisition and leasing negotiations in a transparent and equitable manner in Mexico in accordance with Mexican law.
- To establish respectful and mutually beneficial relationships with indigenous peoples of Mexico and to obtain their Free, Prior, and Informed Consent.
- To implement measures to prevent a negative impact to cultural heritage and to support its preservation.
- To communicate the principles contained in this policy to SI stakeholders and to respond to stakeholders transparently by sharing, through appropriate disclosure mechanisms environmental, social and governance performance indicators when applicable.



## Definitions

- *Free, Prior, and Informed Consent* – means a specific right that pertains to indigenous peoples of Mexico and is recognized in the United Nations Declaration on the Rights of Indigenous Peoples. It allows them to give or withhold consent to a project that may affect them or their territories.
- *SI* – means Sempra Infrastructure Partners.
- *SI Mexico* – refers to Infraestructura Energética Nova S.A.P.I. de C.V. (IEnova) and other SI subsidiaries, including Joint Ventures where IEnova has operational control.
- *Sustainability* – refers to corporate sustainability, which recognizes that to endure as a company, SI needs focus on growth and profitability but also conduct business responsibly and ethically while conducting its business in a responsible and ethical manner that factors in SI's impact on a wide range of stakeholders, including investors, communities, employees, Vendors and customers.
- *UN* – means the United Nations.
- *Vendor* – means any distributor, contractor, merchant, or other seller providing goods or services to SI.



## Related Corporate Policies and external resources – documents available at The Hub.

- Code of Business Conduct
- Anti-Corruption and Anti-Bribery Policy
- Biodiversity Policy
- Discrimination and Harassment-Free Workplace Policy

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- Environmental Policy
- Human Rights Policy
- Safety Policy
- Stakeholder Engagement Policy
- Water Policy
- Procurement Policy
- Universal Declaration of Human Rights
- International Labor Organization’s Declaration on Fundamental Principles and Rights at Work
- United Nations’ Guiding Principles on Business and Human Rights
- United Nations Sustainable Development Goals
- International Finance Corporation Performance Standards on Environmental and Social Sustainability
- Ten Principles of the UN Global Compact



## Information Retention Guide

For guidance on the appropriate retention period for information related to this policy, please refer to the Information Management Policy - *Corporate Policy available at SempraNet.*



## Help is a Click Away

You may raise questions or concerns about compliance or ethics issues by visiting our anonymous Sempra Ethics & Compliance Helpline website at [www.SempraEthics.com](http://www.SempraEthics.com). You may also raise questions or concerns about compliance or ethics issues by visiting our anonymous Sempra Infrastructure Ethics and Compliance Helpline at [www.lineadedenuncia.com/sicontigo/](http://www.lineadedenuncia.com/sicontigo/) or by sending an email to [sicontigo@lineadedenuncia.com](mailto:sicontigo@lineadedenuncia.com). You can also call one of the Ethics & Compliance Helplines below.



## Employee Helpline

United States: 800-793-7723

Mexico: 800-062-2107



## Revision Dashboard

| Number of revision | Date of revision | Affected Section(s) | Included changes | Authorization |
|--------------------|------------------|---------------------|------------------|---------------|
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