

3.4

Safety in Motion: striving for excellence

GRI: 3-3, 403-1, 403-2, 403-3, 403-6, 403-7, 403-9 / SASB: RT-CH-320a.2, EM-EP-320a.2, EM-RM-320a.2, EM-EP-540a.2, EM-RM 540 a.3



2023 MILESTONES

Launch of our new safety vision: Safety in Motion.

Organisation of our first global security day, involving over 4,000 employees and contractors, at 65 of our workplaces.

Formulation of our Safety Excellence Plan with DuPont Sustainable Solutions (dss+) with the aim of bringing about a safety transformation at the company.

KEY INDICATORS	2023	2022
Fatalities, employees and non-employees (no.)	—	—
Employee lost workday injury frequency (LWIF) ¹	0.59	0.55
Non-employee lost workday injury frequency (LWIF)	0.88	1.76
Employee total recordable incident rate (TRIR) ²	0.71	0.98
Non-employee total recordable incident rate (TRIR)	2.02	2.83
Level 1 or 2 process safety incidents (no.)	13	16



For further information, refer to Appendix 2.4 Health and safety



¹ LWIF: Total number of lost-time injuries / Actual hours worked x 1,000,000.

² TRIR: Total number of recordable incidents / Actual hours worked x 1,000,000.

3.4.1.

Leadership in safety

Safety is a prerequisite before starting on any work. With that in mind, in keeping with Positive Motion, we launched a new safety vision in 2023. Safety in Motion, which is part of our identity and has been shared with everyone who works at our facilities. With it we are striving to translate our principles into everyday conduct by placing safety at the heart of all decision-making.

We view leadership in safety as a cornerstone of our transformation and seek to inspire our teams by leading by example through safe behaviour and by caring for all of the professionals working at Cepsa, our contractors and our places of work. We want everyone to embrace the commitment to protecting each other.

First global safety day



To encourage all our employees and contractors to embrace Safety in Motion, we held our first global safety day. More than 4,000 employees and contractors from all our business units participated in the event, which involved safety workshops at 65 workplaces, demonstrating that we are all essential to leading our transformation.

Principles of the Safety Manifest



Safety is a prerequisite

1



We are and feel safe

2



We learn and apply what we learn

3



We dare to look after ourselves

4



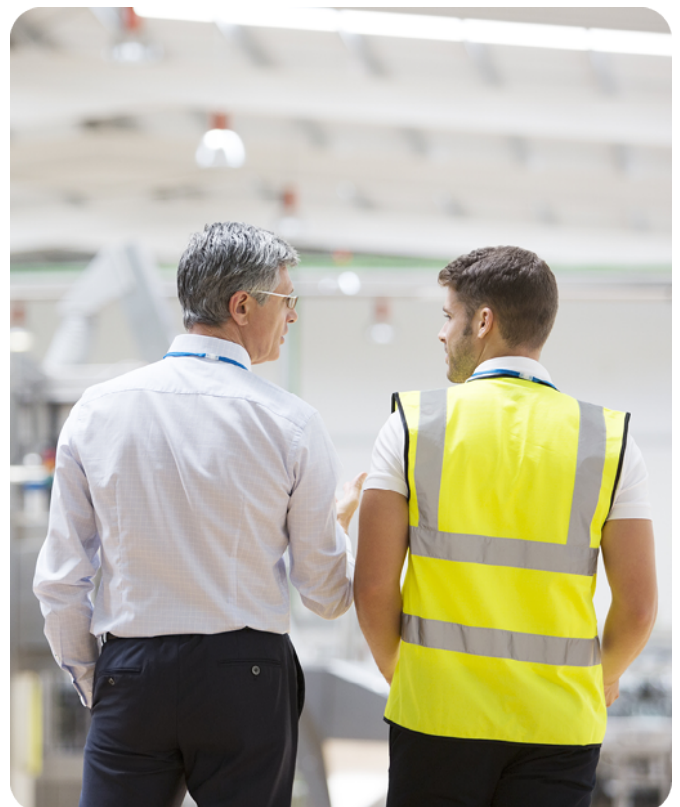
We are all leaders when it comes to safety

5

To reinforce our leadership in safety we have specific continuous improvement and innovation plans for each business, including Brio, Orion and Kaizen:

- Brio: focused on improving how our teams work. This plan promotes leadership through specific actions such as starting the workday with a 'safety minute', the assumption of daily challenges and use of the Leader Standard Work, a set of recurrent management techniques for enhancing leaders' time management.
- Orion: designed to spark continuous improvement and innovation, with safety as one of the programme categories.
- Kaizen: a cross-cutting continuous improvement model that involves everyone in process optimisation by honing our customer focus, raising awareness around safety, tightening operational discipline by leveraging data and transforming how we lead and manage teams.

Moreover, in the course of 2023, with the goals of empowering our teams, equipping them with the tools and resources needed and delivering our commitments, we ran safety workshops for different cohorts, including our Management Committee, executives, department heads and business unit employees.



3.4.2

Workplace health

Our [Code of Ethics and Conduct](#) and [HSEQ Policy](#) set down specific objectives to ensure that we meet the highest standards around health. These commitments are implemented by means of internal procedures that address health service functions.

We follow the model established by the Spanish Institute of Occupational Health and Safety (INSST), complemented by specific methodologies for risks for which there are no official guidelines. We conduct internal and external audits to ensure compliance with regulations and certify the quality of our health services.

Cepsa's medical service is staffed by in-house health professionals available to answer any type of health-related query. We also offer more holistic health services: healthy food in all our canteens and restaurants; the promotion of skills and habits for improving our emotional health and wellbeing; the addition of an overall health test to our annual check-ups; quit smoking drives; cancer detection drives; emotional care programmes for employees; and mindfulness sessions, among others.

In 2023 the medical service started to provide dedicated mental health sessions.

3.4.3

Product safety

Our [HSEQ Policy](#) sets down our commitment to protecting the health and safety of our customers. In addition, our [Customer Relationship Policy](#) sets out our consumer protection commitments.

We conduct rigorous product assessments to ensure that our products are safe for health and the environment throughout their life cycle. To do so, we have a series of internal procedures, such as the General Product Stewardship Procedure.

All information on the safety of our products is included in the product safety data sheets we send to customers when they make their first purchase and whenever we make updates. We also have a tool for automatically requesting our suppliers' safety data sheets.

We draw up and review the safety information included on our packaged product labels and notify hazardous mixtures to the toxicology centres that sell them. We also have product regulatory information sheets (PRIS) with the regulatory information applicable to each of our products.

We monitor the substances included on the European Chemicals Agency's list of substances of very high concern (SVHC) even though we do not currently make any such substances.



3.4.4

Excellence in safety

The aim of our [HSEQ Policy](#), which we updated in 2023, is to take care of all the people who work at and collaborate with Cepsa, our customers, our communities and our surroundings. It establishes specific actions and targets based on a risk and opportunity assessment, context analysis, evaluations, internal and external audits, review reports and the needs and expectations expressed by our employees, suppliers and internal and external health and safety committees.

Safety Excellence Plan



The goal of this plan is to transform the entire company around safety. To achieve it, we have been working with one of the most prestigious operations management consultants, DuPont Sustainable Solutions (dss+), since 2021.

It is structured into different lines of initiative designed to strengthen our safety culture, process safety and stakeholder management. In 2023, we added a new corporate lane to define a uniform management and support model for each business. We also developed a quality management programme to ensure that the methodology, processes and routines implemented are followed over time and driven by a continuous improvement quest.



We have an integrated management system based on benchmark international rules and standards and 91% of our productive facilities are ISO 45001-certified.

Compliance with the OHS management safety system's requirements and commitments is evaluated at different levels:

- At the business level by planning, executing and monitoring internal assurance processes.
- By the internal audit unit, which is independent of the businesses, by means of internal audits carried out by outside experts.
- From 2024 on, by the Corporate Safety Department, which will plan and monitor activities related with compliance with in-house health and safety rules.

Any deviations detected in the course of any of these evaluations are followed up by the process owners in question, depending on the level at which they are detected, and corrective action or improvement plans are set in motion to prevent recurrence or mitigate any risks detected.

Risk prevention

We identify and evaluate safety risks in a proactive manner. We define tolerable risk levels and then implement action plans and controls, factoring in what we have learned from incidents taking place inside and beyond the organisation. We keep all stakeholders informed about the process and its results. This process is carried out for operations in progress, hazardous materials, new projects, products and services and changes.

Verbal communication about workplace risks is common at our industrial facilities. We also provide our employees and contractors with a range of resources and tools for capturing risks they may detect. We also operate a 'near misses' communication channel, correspond with the Safety Department's OHS area and issue general service and maintenance notifications. Any safety breaches can also be notified through our [Integrity Channel](#).

The annual safety planning process and the OHS management system are articulated around quantified targets and the people responsible for their execution and oversight are identified, as are the human resources and materials needed and the deadlines for their delivery. Progress on planning and target delivery is reviewed with the workers' representative bodies periodically. Lastly, the annual report drafted by the OHS area presents the final results of this effort.

Safety at suppliers

Suppliers are assessed and evaluated to ensure they meet our safety qualification standards. Specific safety clauses are included in the General Contracting Terms and individual contracts.

Those clauses and contracts and how we assess contractors and subcontractors' safety records were revised in 2023 and we widened the selection criteria for related tenders.

All service company employees receive specific information and training on basic safety rules, risks and consequences, the actions to take in the event of emergencies and personal protective equipment as a prerequisite to entering our facilities.



For further information, refer to 3.5.1 Procurement approach and positive supplier relations

To help make sure we act consistently with all our contractors, we have a single approval process for service company supervisors across our industrial facilities in Spain.

Asset integrity and critical incident

Our [HSEQ Policy](#) includes principles designed to safeguard our operations. We take a range of steps to keep our assets secure and manage potential incidents, including asset inspection and

maintenance programmes, itemisation of critical security elements, risk assessments, information transfer protocols and the formulation of effective emergency plans.

All group sites have an emergency plan tailored for each place of work and the laws applicable in each country. Drills are performed to check the level of plan implementation and any applicable corrective measures are drawn.

We also participate actively in occupational and industrial safety taskforces in Spain and abroad, including IOGP (International Oil and Gas Producer Association), FEIQUE (Spanish chemical industry confederation), CONCAWE (European association of oil companies for health, safety and environmental matters in refining and distribution), COASHIQ (autonomous OHS commission for chemical and similar industries) and local industry associations.

Incident investigation

We have a procedure for investigating incidents which stipulates the investigation methodology and the process for generating the required reports and 'lessons learned', irrespective of the category, gravity, potential impact or location of the incident.

All safety incidents must be reported immediately. We determine the potential gravity of an incident based on our risk matrix and we inform the Management Committee of high potential and very impact incidents. The corresponding corrective actions are included in the investigation reports.



2.4

Occupational health and safety

2.4.1

Work-related injuries

[GRI 403-9] Work-related injuries

The most common types of injuries sustained by employees and contractors are: getting trapped, slipping and tripping, explosions and burns, falling from a height, overexertion and pulled muscles.

The work-related hazards that pose a risk of high-consequence injuries are: falling from a height, being struck by falling objects, getting trapped, contacts with electricity and exposure to toxic and hazardous chemical products. In addition, process incidents could physically harm our employees.

Safety indicators for employees and contractors

		Employees		Contractors	
		2023	2022	2023	2022
Hours worked	Amount	16,851,973	16,393,493	11,389,349	10,239,959
Recordable work-related incidents	Amount	12	16	23	29
	TRIR ¹	0.71	0.98	2.02	2.83
Lost-time work-related incidents	Amount	10	9	10	18
	LWIF ²	0.59	0.55	0.88	1.76
Days lost by lost workday incidents	Amount	685	1,030	534	662
	Rate ³	40.65	62.83	46.89	64.65
High-consequence work-related injuries	Amount	—	—	1	1
	Rate ⁴	—	—	0.09	0.10
Fatalities	Amount	—	—	—	—
	Rate ⁵	—	—	—	—

1. TRIR: (Number of recordable incidents/total number of hours worked) x 1,000,000

2. LWIF: (Number of lost-time incidents/total number of hours worked) x 1,000,000

3. Injury severity rate: (Number of days lost/total number of hours worked) x 1,000,000

4. Rate: (Number of high-consequence incidents/total number of hours worked) x 1,000,000

5. Rate: (Number of fatalities/total number of hours worked) x 1,000,000

[SASB EM-EP-320a.1 / EM-RM-320a.1 / RT-CH-320a.1] Near-miss frequency rate

Near-miss frequency rate¹

	2023	2022
	4.95	9.99

1. Rate: (Number of near misses/total number of hours worked) x 200,000

[RT-CH-320 a.2] Description of efforts to assess, monitor, and reduce exposure of employees and contract workers to long-term (chronic) health risks:

We have a series of initiatives for assessing, monitoring and reducing our employees' exposure to long-term health risks. Those efforts include: facility design so as to ensure safe working conditions; measurements and controls; maintenance; risk assessments; emergency plans; personal protection gear; medical check-ups and training programmes.

More specifically, at places of work with potential exposure to chemical or physical agents, carcinogens or mutagens, samples and measurements are taken regularly by external safety experts. We also measure and control lighting and other environmental conditions. At places of work potentially exposed to ionising radiation, we have radiation metres and dosimetry systems for areas and individuals and dosimetry records are kept on file.

2.4.2

Process incidents

Process safety incidents

2023			2022		
Tier 1	Tier 2	Total	Tier 1	Tier 2	Total
4	9	13	4	12	16

Of the 13 Tier 1 or 2 process incidents recorded in 2023, 10 took place at our industrial sites, two at our service stations and one on a product transportation line.

[SASB EM-EP-540a.1 / SASB EM-RM-540a.1 / SASB RT-CH-540a.1] Process safety event

Process safety event (PSE) rate¹

2023			2022		
Tier 1	Tier 2	Total	Tier 1	Tier 2	Total
0.14	0.32	0.46	0.15	0.45	0.60

1. PSE rate: (Number of process incidents/total number of hours worked) x 1,000,000.