

1. Objective

To guarantee safe and healthy work environments through the systematic prevention of occupational risks, the protection of employees' physical and mental health, and the integration of a preventative culture at every level of the organization. This policy reinforces the Importaco Group's commitment to well-being, sustainability, and operational excellence.

2. Scope

This policy applies to all Importaco Group employees, regardless of workplace, position, or country, as well as to contractors, suppliers, and any third party carrying out activities on our sites or under our operational responsibility.

3. Principles of Action

- **Integrated prevention into business management:** Safety and health are embedded in every business processes and operational decision, from facility design to work organization. A preventive culture is considered a strategic sustainability factor and is promoted in all areas, hierarchies, and functions.
- **Continuous assessment of occupational risks:** We carry out systematic, up-to-date assessments of the risks linked to each job, task or process. Preventive measures are prioritized by potential impact, and corrective actions follow the principle of continuous improvement.
- **Objectives, indicators and performance monitoring:** Importaco sets annual occupational health and safety improvement objectives, which are monitored through performance indicators and reviewed regularly by Management. These include indicators related to accident frequency and severity, health and safety training, and the implementation of action plans arising from risk assessments. Results are analysed on a regular basis to drive the continuous improvement of the management system.
- **Regular, appropriate, and job-specific training:** Everyone must be trained to perform their work safely. Mandatory initial and refresher training is provided according to role, specific risks, and operational changes. Training is recorded and monitored by the Health and Safety department in coordination with the People and Values Department.
- **Investment in prevention and safe technologies:** Importaco Group allocates technical, financial, and human resources to ensure effective preventive measures, improved work environments, timely renewal of personal protective equipment (PPE) and the introduction of technologies that reduce or eliminate risks.
- **Active employee participation in prevention:** We foster a culture of open dialogue, shared responsibility and employee involvement in identifying risks, proposing improvements and monitoring working conditions. Formal consultation channels are established through the Health and Safety Committee, alongside mechanisms for reporting incidents and suggestions. Importaco ensures that all employees can report incidents, unsafe conditions or improvement opportunities without fear of retaliation and can actively contribute to the definition of preventive measures.
- **Regulatory compliance and international standards:** This policy ensures strict compliance with applicable legislation in each country, as well as recognised occupational health and safety standards, including ISO 45001. Importaco promotes the progressive extension of certification coverage and audit processes across all its sites, with the aim of ensuring a consistent framework for health and safety management. Internal and external audits are conducted to verify compliance and assess the effectiveness of the management system.
- **Promotion of health and holistic well-being:** Beyond legal compliance, Importaco promotes the physical, mental and social well-being of its employees through awareness campaigns, wellbeing programmes and

initiatives that support a healthy work-life balance. The company also promotes the identification and management of psychosocial risks, mental health care and the development of healthy leadership practices, fostering safe, inclusive and respectful working environments.

- **Incident management and organizational learning:** Every incident or accident, no matter how minor, is investigated to identify root causes and establish effective preventive measures. Lessons learned from each situation are shared with all affected areas to prevent recurrence.
- **Preventive management of contractors and suppliers:** Importaco integrates health and safety criteria into the selection, onboarding and ongoing evaluation of contractors and suppliers.

Signed:



Alberto Gallardo – Managing Director