

## OCCUPATIONAL HAZARD PREVENTION POLICY

**RENOLD IBERIA, SAU's** management considers as one of its basic principles the continuous improvement of working conditions and the promotion of a preventive culture. To this end, it assumes the obligations set out in Law 31 / 1995, of November 8, Law on the prevention of occupational hazards, and all development regulations, considering them as the minimum level of action in this area.

In this sense the company assumes the following **COMMITMENTS**:


- Comply with the applicable legislation on occupational risk prevention.
- Promote continuous improvement of behaviours and levels of occupational risk prevention.
- Involve all personnel of both the company and the organization in the responsibility for the management of occupational risk prevention, including contractors, in the active commitment to improving working conditions.
- Encourage participation, information, training and consultation of all staff, including external workers linked to the company, to maintain an adequate level of prevention in the company.

This action is based at all times on some **FUNDAMENTAL PRINCIPLES** that represent the basis of the preventive culture of the company. These are:

- Risks are avoided, evaluating those that have not been eliminated and combating them at their source.
- The safety and health of the workers are one of the permanent and fundamental objectives, in the same way that quality, productivity and profitability activities are.
- The prevention of occupational risks is planned by achieving a coherent set of actions integrating technique, organization, social relations, the influence of environmental factors and everything related to working conditions.
- Risk's prevention is integrated into the company's policies, in such a way that managers, technicians, managers and workers assume their responsibilities in this area, understanding that the work to be done correctly must be done safely.
- The continuous improvement of working conditions is promoted as a fundamental aspect for the present and future of the company.
- People are the most important value that guarantees our future. Therefore, they must be qualified and identified with the objectives of our organization and their opinions will always be considered.
- Information and training, both initial and ongoing, for all members of the company are essential elements to promote and ensure positive behaviour and habits and safe workplaces.

- In order to take the necessary actions for its workers protection, the company assumes a participatory prevention model, based on the right of workers to actively participate in everything that may affect their health at work. To this end, the legally established channels of communication and representative bodies are established, as well as any others that may be appropriate.
- Collective protection measures shall take priority over individual protection systems.
- The jobs are adapted to the conditions of each worker.
- The professional capacities of the workers in health and safety matters are taken into account at the moment of entrusting them with the tasks, giving due instructions and ensuring that everybody has received sufficient training and appropriate information to the activities to be carried out.
- A job well done would only be considered as such when it is done under proper safety conditions, so that the prevention of occupational hazards is a basic requirement for the achievement of quality.
- The choice of work equipment and chemical substances, as well as the design of work and production methods, shall be made in such a way as to reduce the negative effects on health. Replacing what is dangerous with what is not dangerous and taking into account, at all times, the evolution of technology.
- Accidents at work or any injury caused by or in connection with the same can be avoided with an appropriate management that leads to the adoption of measures for the identification, evaluation and control of possible risks.
- Working safely is a condition of employment, and any non-compliance with external or internal regulations that may cause damage to health is considered a serious matter.

**RENOLD IBERIA, SAU's** management has prepared this document in order to express to all members of the organization the commitments set forth herein.



Signed: Daniel Albert  
General Manager  
24 April 2025

CERTIFIED  
ISO 9001  
ISO 14001  
ISO 45001

