

Occupational Health & Safety policy

The management of **GONVARRI SOLAR STEEL** views Occupational Health and Safety as a **top, strategic, and ongoing objective** of the business management, which should be embraced in all processes and by all members of the organization. All of its members are expected to put forth their utmost effort to develop and promote **safe behaviors and to create a healthy working environment**.

Achieving the work environment we aspire to for our employees will be realized through the adoption of a **preventative culture integrated** within the company, through the commitment and participation of all individuals within the organization.

To this end, **GONVARRI SOLAR STEEL** will be guided by the following principles:

1. Implementation of an Occupational Health and Safety management system focused on integrating **prevention** within a broader framework of continuous improvement and the establishment of safety and health objectives.
2. **Members of the management team** (executives, technicians, supervisors, etc.) must ensure that all activities are consistently conducted with safety in mind, including these aspects in the supervision of any tasks performed by the personnel under their responsibility, thus fostering a commitment to eliminate and reduce risks to safety and health at work.
3. Each worker must consider compliance with safety regulations, legal requirements, and **diligent and safe behavior and attitude** in their activities as part of the expected code of conduct.
4. The management of **GONVARRI SOLAR STEEL** will approve and monitor programs that not only ensure formal compliance with safety and health labor laws but also lead to **continuous improvement** in their actions on our path towards the goal of zero injuries and health damages. It will also oversee the establishment and adherence to corporate specifications.

5. The management commits to providing safe and healthy working conditions to prevent work-related injuries and health impairments that are appropriate to the organization's purpose, size, context, and the specific nature of its Occupational Health and Safety risks and opportunities.

6. **Training**, information, and consultation of workers regarding Occupational Health and Safety are fundamental to create an understanding of safety as an integral part of the required responsibilities and are thus promoted by the management. The management encourages the participation of its workers or their representatives in decision-making processes impacting Occupational Health and Safety.

7. Initiatives will be **promoted** to ensure that external workers performing activities on our premises work with the same level of safety and commitment to these principles as our own employees.

This Occupational Health and Safety Policy has been approved by management, implemented, and is kept up to date. It is a document available to the public and is communicated to all employees and contractors for them to be aware of, **disseminate, and participate in its implementation** and development. It is in line with the values of the Group and the principles established in **ISO 45001** standard.

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