

HEALTH & SAFETY POLICY

Ensuring healthy and safe working conditions is a fundamental priority and commitment of the company and applies to all its main activities.

Recognizing that human resources are the company's most important and valuable asset, the company provides a healthy and safe working environment by developing and implementing practices and systems adapted to the risks associated with its business activities.

The successful implementation of this policy is the responsibility of all employees, regardless of their position within the company.

Within this framework, we make every possible effort to achieve:

- The provision of a healthy and safe working environment for all employees, visitors and contractors/partners.
- The safeguarding of the health and safety of all employees through the continuous improvement of the Health and Safety Management System implemented in the workplace.
- Compliance with the requirements of ISO 45001:2018, as well as applicable local and international legislation and regulations.
- The identification, assessment and minimization of risks related to the company's activities that may potentially cause injury or illness.
- Training and awareness on health and safety matters, including safe working practices and emergency procedures, to ensure a full understanding of workplace risks.
- Employee participation in identifying, assessing, eliminating or reducing risks in the workplace.
- The provision of the financial resources required for the implementation and continuous improvement of the Health and Safety Management System.
- The analysis and assessment of accidents and incidents related to workplace safety as part of an integrated management programme.
- Communication of the company's Health and Safety Policy to internal and external stakeholders to support its continued effectiveness and alignment with modern standards and best practices.

Our objective is to eliminate accidents and occupational illnesses associated with work activities and to maintain health, safety and employee well-being as a fundamental priority. The company's Health and Safety performance is included in the annual Management Review.

Management of ALIO S.A.