



fagorederlandgroup

OCCUPATIONAL HEALTH AND SAFETY POLICY



# OCCUPATIONAL HEALTH AND SAFETY POLICY

## 1. Purpose

The Occupational Health and Safety policy forms a reference framework that guides the Fagor Ederlan Group in adopting responsible work practices and safe and healthy working conditions. It establishes the commitments and defines the principles of action that are materialised through specific goals, strategies and lines of action integrated in the Fagor Ederlan Group's own Strategy and Management.

## 2. Scope of application

This Occupational Health and Safety policy is applicable to all activities, businesses and employees of the Fagor Ederlan Group, including its relations with the value chain and other stakeholders.

## 3. Commitments

The Fagor Ederlan Group is committed to having safe and healthy processes and workplaces, for all the people in the group and the personnel of external companies that provide services at our facilities. It will develop people involved in Occupational Health and Safety with the objective of 'Zero Accidents'. To this end, it undertakes the following commitments:

- To have a management system based on ISO 45001, as an essential element for the protection and improvement of Occupational Health and Safety, which in addition to complying with the legislation in force in each country and other requirements, allows for the continuous improvement of working conditions and the promotion of workers' health, the prevention of workplace violence and a favourable organisational environment, carrying out regular assessments of existing occupational risks (safety, hygienic, ergonomic and psychosocial), establishing actions in the event of emergencies and effectively managing accidents and incidents.
- To eliminate hazards and reduce occupational health and safety risks, the resources aimed at this will be incorporated into the Strategic and Management Plans, providing safe machinery, ergonomic workstations, appropriate distribution of the workload, collective and individual protective equipment, means for the safe handling of chemical substances and fire protection systems.
- Integration of Occupational Health and Safety management at all levels of the organisation, defining the derived responsibilities and providing the appropriate means and training so that they can be exercised with guaranteed success.
- To develop a preventive culture whereby everyone in the group is committed to Occupational Health and Safety, autonomously and proactively.
- Inform, involve and consult employees on the goals set and the achievements made.
- Establish training/information programmes and participation channels, so that everyone in the Fagor Ederlan Group takes responsibility for carrying out the actions planned to comply with the Policy, Objectives and Management System.

#### 4. Approval and monitoring

- **Approval** This policy has been drawn up and approved by the Fagor Ederlan Group Board of Directors, which is responsible for its implementation, thus reflecting the commitment of the top management to the Quality Strategy and ensuring its integration into the company's global strategy.
- **Monitoring:** There is a Central Occupational Health and Safety Committee, composed of members of the executive and workers' representatives, to supervise the implementation of this policy and which reports directly to the Fagor Ederlan Group's Board of Directors.
- **Review:** This policy is reviewed, and when necessary updated periodically, always seeking to reflect the ambitions of the Fagor Ederlan Group in this area and taking into account changes in legislation as well as comments and suggestions from stakeholders'.

Date	Approved by
08/04/2025	Fagor Ederlan's Board of Directors