



**HEALTH AND SAFETY
POLICY**



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1 INTRODUCTION

Grupo IGNIS (or the “**Company**”) undertakes to carry out all aspects of its activity fulfilling the highest legal and ethical standards. To this end the Company has implemented this Health and Safety Policy (hereinafter the “**Policy**”) as a way to foster culture of occupational risks prevention and therefore achieve a safe and healthy work environment in all companies embedded in Grupo IGNIS as well as in its scope of influence.

This Policy is conceived on the grounds of the mission, vision and values of the Company and aligns with the rest of policies and internal codes of Grupo IGNIS.

All employees, managers, directors of Grupo IGNIS or anyone acting in its name and in general, any member of Grupo IGNIS (hereinafter, the “**Employees**” or in singular the “**Employee**”) will adhere to the Policy and all other policies and internal codes previously approved by the Company for the sake of avoiding and detecting the commission of any unlawful act.

Grupo IGNIS shall make available for all Employees this Policy which shall be subject to the necessary actions for its communication, implementation, training and awareness.

2 SCOPE OF APPLICATION

The Policy is targeted at Employees who exercise their activities regardless of their type of contract defining their professional and/or employment relationship or of the place where they carry out such activity seeking that its staff carries out its activities safely and on the grounds of a risks prevention culture and contributes to embed such values in its operational strategy and global value chain.

Compliance with this Policy is mandatory for all Employees and its observance does not exempt from the fulfilment of all other standards to be applied pursuant to the current legislation of the areas where Grupo IGNIS operates.

Provisions contained in this Policy and in other Group policies are subject to the regulations governing each country. Should there be any discrepancy between this Policy and other Group policies and the regulations governing each area consultation to the Department of Sustainability and Compliance and the Health and Safety Responsible of Grupo IGNIS shall be made.



3 PRINCIPLES OF ACTION WITH REGARD TO HEALTH AND SAFETY

Below we describe the principles of action with regard to Health and Safety that Grupo IGNIS undertakes to respect and that therefore demands its Employees in the exercise of their employment and commercial activities.

3.1 Elimination of hazards and reduction of risks

- 🕒 To identify, eliminate and control hazards and reduce employment risks in all activities developed by Grupo IGNIS.
- 🕒 To provide **safe and healthy work environments** avoiding injuries and diseases, either own or subcontracted, understanding that all accidents and professional diseases can and shall be avoided.
- 🕒 To comply with the current legal regulations and other requirements applicable regarding health and safety.

3.2 Integral health protection

- 🕒 To promote employees' **health protection** in all its dimensions: physical, mental and emotional.
- 🕒 To carry out preventive actions and strategies contributing to a healthy and sustainable work environment.

3.3 Active listening

- 🕒 To foster **consultation and participation of** employees and representatives in decisions related to the Health and Safety Management System at Workplace (SG-SST) of Grupo IGNIS.
- 🕒 To establish appropriate channels to communicate suggestions and deficiencies guaranteeing their analysis and if possible, their implementation following Company's processes and policies.



3.4 Health and safety integration in processes

- 🕒 To integrate **employment health and safety criteria** in all decisions, processes, work methodologies and organization levels.
- 🕒 To guarantee **risk prevention** is an essential aspect in the planning and execution of activities.

3.5 Work adapted to people

- 🕒 To adapt **workplaces and methods** to the individual skills of people, considering potential health conditions specific or disabilities.
- 🕒 To incorporate technological advances that will allow improvement of work conditions and guarantee an **ergonomic and efficient** environment.

3.6 Training and prevention culture

- 🕒 To foster a **preventive culture** through **continuous training and awareness raising** of employees and collaborators.
- 🕒 To guarantee that the staff receives the necessary training to develop duties **safely and responsibly**.
- 🕒 To promote the **dissemination of the prevention systems** in its own activities, subcontractors and other stakeholders.

3.7 Regulatory compliance and continuous improvement

- 🕒 To comply with the **current legislation** and other applicable requirements with respect to health and safety in the workplace.
- 🕒 To carry out appraisal and **continuous improvement processes** of the Health and Safety Management System guaranteeing their efficiency and alignment with the objectives of the organization.



3.8 Health and safety objectives

- 🌀 To establish measurable and verifiable objectives on Health and Safety at Work aligned with policy contents and oriented to:
 - Reducing accident and disease rates.
 - Improving on an ongoing basis **work conditions** and performance in SST.
 - Increasing **participation and awareness** of employees with respect to prevention.
 - Assessing and controlling the performance of the SST Management System to guarantee its efficiency.

3.9 Leadership and Management Commitment

- 🌀 Grupo IGNIS **Top Management** provides the human, technical and economic resources necessary for the implementation, maintenance and continuous improvement of the Health and Safety Management System.
- 🌀 To show **visible leadership** and assume responsibility in the development of a corporate culture based on the safety and health of all employees.



4 COMPLIANCE WITH THE POLICY

Employees in the development of their duties shall not only make their best endeavors to act according to the law but also to do so according to the Sustainability Policy of Grupo IGNIS.

The Company shall provide the necessary resources for all employees affected by this Policy to act always honorably and assuming the following responsibilities without prejudice of the aforementioned:

- 🌀 **Reading, knowing and understanding** this Policy as well as the rest of the policies, principles and procedures of Grupo IGNIS.
- 🌀 **Acting according to the Policy** in the exercise of its duties and complying with the rest of the policies, codes, principles and procedures of Grupo IGNIS.
- 🌀 Seeking commitment and compliance of Suppliers and collaborators affected by this Policy and all other policies, codes, principles and procedures of Grupo IGNIS.
- 🌀 Demonstrating in everyday activities the **commitment with the Policy** and all other policies, codes, principles and procedures of Grupo IGNIS as well as serving as example to the rest of collaborators.
- 🌀 **Avoiding any situation** which may give rise to illegal practices or **contrary to the basic principles** of action included in this Policy.
- 🌀 Collaborating with the compliance and audit bodies providing the information requested and being true to reality.
- 🌀 **Consulting** the Department of Sustainability and Compliance and Health and Safety when **doubts arise** regarding the procedure according to the provisions of this Policy and all other policies, codes, principles and procedures of Grupo IGNIS.
- 🌀 **Communicating any incidence** consequence of the knowledge or suspicion of actions contrary to this Policy and all other policies, codes, principals and procedures of Grupo IGNIS.

The breach of the provisions in the Policy may be the object of legal action. In the event of breach of the provisions of the Policy, the Company and its Employees shall react immediately subject to the framework allowed by the regulation to be applied, implementing all legitimate measures applicable.



The response will be consistent with the seriousness of the facts regardless of the hierarchy of the people involved.

The Board of Directors supervises the correct application of the Policy looking after its implementation and effectiveness, being able to entrust responsibilities to the different commissions to monitor their compliance and periodical evaluation along with that of the processes for the relationship with different stakeholders and scopes regarding the non-financial risk management of the Group.



5 QUERIES AND COMPLAINTS

Grupo IGNIS makes available for all Employees as well as of third parties the Internal Information System (hereinafter the “**Queries and Complaints Channel**” or “**CCD**” for its Spanish initials) for any party interested in reporting incidents, queries, doubts or complaints regarding the breach of the commitments of this Policy as well as all other internal and external regulations applicable.

The CCD is available on Grupo IGNIS corporate website for its use by all those Employees and third parties that require it.

Any Employee who is aware or has reasons to strongly suspect of a breach of this Policy or of conducts or acts contrary to the legal system shall contact through the CCD with the Compliance Officer.

The CCD of Grupo IGNIS fulfils all demands and guarantees provided for Law 2/2023 on the Protection of the Informant guaranteeing:

- Confidentiality of information.
- Lack of retaliation against the informant.
- Integrity of the traceability and management of complaints and/or queries made in good faith.

The *Compliance Officer* shall initiate an investigation in case of detection of signs of an irregularity provided for in the Code and/or in the applicable legislation and shall notify the beginning of such investigation to the informant and if applicable, the person denounced.



6 APPROVAL AND REVISION OF THE POLICY

This Policy was approved by the Board of Directors of Grupo IGNIS on 8 April 2025

Since its approval the Policy is included in the regulations of Grupo IGNIS being in force until its annulment, revoke or update.

The Policy is subject to periodical revision and update processes in order to adjust it to the applicable regulations from time to time, to the social and professional reality and context of the Company.

In the event of any update of the Policy the interested parties will be timely informed using the communication mechanisms provided by Grupo IGNIS.