



Occupational Health & Safety policies

The management of **GONVARRI SOLAR STEEL** views Occupational Health and Safety as a top, strategic, and ongoing priority of corporate management, to be embraced in all processes and by all members of the organization. All its members must make every effort to promote safe behaviors and create a healthy working environment.

The attainment of the desired working environment for our employees will be achieved through the adoption of a preventive culture integrated into 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.** The implementation of an Occupational Health and Safety management system focused on integrating prevention within a framework of continuous improvement.
- 2.** Members of the management hierarchy (executives, technicians, supervisors, etc.) shall ensure that all activities are carried out with safety in mind, including these aspects in the supervision of any task performed by their staff.
- 3.** Each worker shall consider compliance with safety regulations, as well as diligent and safe conduct 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 compliance with occupational health and safety legislation but also strive for continuous improvement in their actions towards our goal of zero injuries and harm to health. It will also ensure the establishment and adherence to corporate specifications.

5. In order to provide safe and healthy working conditions, risks associated with work will be identified, eliminated, or minimized through the continuous implementation of preventive activities in tasks, processes, facilities, production lines, and other elements of our business activities. Active control measures will be adopted at their source.

6. Training, information, and consultation of workers regarding occupational health and safety are fundamental for fostering a perception of safety as an integral part of their responsibilities, and as such, it is promoted by the management. The participation of workers or their representatives in decision-making processes with an impact on occupational health and safety is encouraged.

7. Actions will be promoted to ensure that external workers performing activities on our premises adhere to 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 publicly available document and is communicated to all employees and contractors for their awareness, dissemination, and participation in its implementation and development. It aligns with the values of the Group and the principles set out in **ISO 45001**.

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