



## **Occupational Safety and Health Policy**

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**OCCUPATIONAL SAFETY AND HEALTH POLICY**

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## OBJECTIVE

We are committed to ensuring the general health and safety conditions of all employees, as well as industrial safety in the workplace. In order to protect the life and safety of our employees and the protection of the environment at all times in the performance of our functions, we take all necessary preventive measures to avoid any contingency that could put our employees and the environment at risk.

We offer our employees a safe place to work, so we have internal controls to mitigate any hazards, injuries or diseases that may arise from daily work.

## SCOPE

This policy is of general implementation to all employees in their different work areas.

## DEFINITION

**Occupational Health and Safety:** The World Health Organization (WHO) defines it as a multidisciplinary activity that promotes and protects the health and safety of workers. This discipline seeks to control "accidents" and "diseases" by reducing risk conditions in the places where work activities are performed.

**Industrial Safety:** A system of mandatory provisions aimed at preventing and limiting risks, as well as protecting against accidents capable of causing damage to employees, goods or the environment, arising from the industrial activity or from the use, operation and maintenance of facilities or equipment and the production, use or consumption and storage of industrial products.

## OCCUPATIONAL SAFETY AND HEALTH

In order to ensure compliance with this policy, internal audits will be conducted to verify risks and take the necessary measures to avoid contingencies. The actions that have been implemented include, but are not limited to, the following:



- I. All employees who carry out their activities in an area classified as hazardous are provided with the necessary personal protective equipment (PPE) free of charge, ensuring through their supervisors the correct and mandatory use of it;
- II. There are stationary first aid kits in the work areas, as well as portable first aid kits which are moved to where they are needed;
- III. Conduct physical-medical examinations and cholinesterase tests for employees in risk areas at least once a year;
- IV. Availability of fire extinguishers;
- V. There is a training program for personnel on occupational health and safety issues;
- VI. The appropriate areas for the storage of equipment, chemicals and hazardous waste are identified in order to minimize the risk exposure of employees;
- VII. The corporation does not expose its employees to production, transportation and/or distribution equipment containing chemical products, toxic waste or pollutants, without having personal protective equipment (PPE) and under the corresponding control for this purpose;
- VIII. We have an inventory and usage control of all chemicals and hazardous waste in the workplace.
- IX. Comply with all health and safety regulations in the country of operation.
- X. Any event not covered by this policy will be dealt with in accordance with the laws of the country, with the health and safety of employees being a priority at all times.

## **INDUSTRIAL SAFETY**

We are committed to our employees to ensure their safety in the industrial area, complying with the following standards:

- I. Ensure the correct use of Personal Protective Equipment (PPE) in order to prevent risks in the execution of their work;
- II. Each employee must report unsafe conditions and acts that are detected or of which they are aware in order to prevent occupational accidents;
- III. Each Area Supervisor must measure and carry out an exhaustive evaluation of the risks in their work area, which is an essential step in making diagnoses, in order to then assess, propose and select the appropriate protection to be implemented.
- IV. When identifying and selecting the action to be carried out, training will be provided on the correct use of the personal protective equipment to be used;
- V. Employees who use personal protective equipment (PPE) must understand the importance of its correct use and must also be aware of the consequences of not using or incorrectly using personal protective equipment in specific areas.



Below is a description of the different types of protection used to prevent occupational accidents, although these are not limited to the following:

**I. Eye and face protection:**

This includes safety goggles, face masks and similar items used to protect the face against flying particles and foreign bodies, as well as to protect against corrosive chemicals, fumes, laser beams and radiation.

**II. Foot protection:**

It includes the use of appropriate footwear according to the work to be performed, in order to avoid foot or leg injuries.

**III. Head protection:**

Use of protective helmets in the workplace.

**IV. Hearing protection:**

Protective earplugs and noise-blocking earmuffs.

**V. Respiratory protection:**

Use of a respirator to prevent inhalation of potentially hazardous dusts, fumes, vapors or gases.

## **RESPONSIBILITY**

The Production Management, Occupational Health and Safety Management, and Certifications shall ensure strict compliance with this policy, which at the same time may be supervised by the Compliance Management and/or the Compliance Officer.