

## HEALTH & SAFETY POLICY

At GRANORTE, we prioritize the health, safety, and well-being of our employees. We are committed to maintaining a safe and healthy work environment (as far as is reasonably practicable) by implementing effective occupational health and safety measures and complying with all relevant laws and regulations. This Health & Safety Policy outlines our commitment to preventing accidents, injuries, and occupational hazards within our organization.

### Management Commitment:

Management at GRANORTE is fully committed to creating a culture of health and safety. We will provide the necessary resources, support, and leadership to establish and maintain effective health and safety programs. Management will regularly communicate the importance of health and safety, set clear objectives, and allocate responsibilities to ensure compliance and continuous improvement.

### Legal Compliance:

We will comply with all applicable local and national health and safety laws, regulations, and standards. We will monitor and update our policies and practices to align with any changes in legislation, ensuring that our operations remain in full compliance with all legal requirements.

### Hazard Identification and Risk Assessment:

We will conduct regular inspections and risk assessments to identify workplace hazards and assess the associated risks. All employees will be encouraged to report potential hazards promptly. The findings of risk assessments will be documented, and appropriate control measures will be implemented to mitigate identified risks.

### Training and Education:

We are committed to providing comprehensive health and safety training to all employees. Training programs will cover topics such as hazard identification, safe work practices, emergency procedures, and the proper use of personal protective equipment. We will ensure that employees are equipped with the information, knowledge and skills necessary to perform their work safely.

### Safe Workplace:

We will establish and enforce safe work practices throughout our organization. We will provide adequate working conditions with proper facilities to safeguard the health and safety of personnel and to ensure that any work which is undertaken produces no unnecessary risk to health or safety. We will provide any safety equipment, clothing, devices and materials for personal protection, where risks are not adequately controlled by other means. We will ensure the maintenance of plant and certify that equipment is suitable for its intended use as far as health and safety is concerned, and that it is properly maintained and used. We will prevent or control exposure to substances that may damage health and ensure the safe use, handling, storage and transport of articles and substances.

### Incident Reporting and Investigation:

We require prompt reporting of all incidents, accidents, near misses, and occupational illnesses to ensure timely investigation and appropriate action. Employees will be encouraged to report to the occupational health and safety manager any hazardous conditions, injury, accident or illness related to the workplace. Investigations will be conducted to identify the causes and implement corrective measures to prevent recurrence. We will report injuries and dangerous occurrences to the appropriate health and safety enforcing authority.



Emergency Readiness:

We will develop and maintain emergency response plans to effectively handle potential emergencies, such as fires, natural disasters or medical emergencies. Emergency evacuation routes and assembly points will be clearly marked, and employees will receive training on emergency procedures. Regular drills and exercises will be conducted to test the effectiveness of emergency plans.

Health and Wellness:

We recognize the importance of promoting employee health and wellness. We encourage a work-life balance and promote employee well-being through appropriate policies and practices. We will provide access to doctor's appointments and regular medical occupational health screenings for employees.

Continuous Improvement:

We are committed to continually improving our health and safety performance. We will establish measurable objectives and targets to drive improvement. Regular audits and inspections will be conducted to assess compliance and identify areas for enhancement.

Feedback from employees, stakeholders, and health and safety experts will be considered to drive continuous improvement of the health and safety program.

This Health & Safety Policy represents our commitment to providing a safe and healthy work environment for all individuals associated with GRANORTE. By adhering to this policy, we aim to prevent accidents, injuries, and occupational illnesses, and ensure the well-being and safety of our employees. This policy will be regularly reviewed and updated to reflect best practices and changes in legislation, as we continuously strive to create a culture of health and safety within our organization.

This policy statement is communicated to employees and stakeholders and it is publicly available.

Approved on April 28, 2023

A handwritten signature in black ink, appearing to read 'Eduardo Figueiredo', with a stylized flourish at the end.

Eduardo Figueiredo  
Managing Director