



HEALTH AND SAFETY
POLICY



INDEX

| | | |
|---|---|---|
| 1 | INTRODUCTION | 3 |
| 2 | SCOPE OF APPLICATION..... | 3 |
| 3 | PRINCIPLES OF ACTION WITH REGARD TO HEALTH AND SAFETY | 4 |
| 4 | COMPLIANCE WITH THE POLICY | 5 |
| 5 | QUERIES AND COMPLAINTS | 6 |
| 6 | APPROVAL AND OPERATION OF THE POLICY | 7 |



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, the strictest regulations shall apply. However, in the event of dispute, a request shall be sent to the Compliance Officer of Grupo IGNIS.



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.

| | |
|--|--|
| <i>Elimination of hazards and reduction of risks</i> | <ul style="list-style-type: none">✓ Work to eliminate hazards and reduce risks for the health and safety of the activities developed by Grupo IGNIS.✓ Provide work premises and conditions both safe and healthy in order to prevent any hazard and/or impairment of the health of professionals, either contracted or subcontracted, understanding that all professional accidents and diseases can and should be avoided. |
| <i>Protection of health in all aspects</i> | <ul style="list-style-type: none">✓ Promote strategies and actions in order to achieve full health prevention and protection of Employees understanding health in all its aspects: physical, mental and emotional. |
| <i>Active listening</i> | <ul style="list-style-type: none">✓ Encourage consultation and participation of Employees and/or its representatives in decisions about the Health and Safety Management System at Workplace of Grupo IGNIS.✓ Promote and establish the necessary actions for the analysis and if possible application of any notice of deficiency and/or suggestion following the processes and policies of the Company. |
| <i>Health and Safety Integration</i> | <ul style="list-style-type: none">✓ Integrate labour health and safety criteria in the decisions, business processes and work methodologies at all levels within the Company.✓ Merge prevention criteria and identification of occupational risks both in corporate decisions, procedures, processes of the Group and in the organization and conditions in which the work is done. |
| <i>Work adapted to people</i> | <ul style="list-style-type: none">✓ Adapt the work to the person, in particular with respect to the design of work positions and potential specific health or disability conditions as well as the election of equipment and work and production methodologies considering technological advances. |
| <i>Training, awareness and dissemination</i> | <ul style="list-style-type: none">✓ Creation of a preventive culture through training and awareness of Employees with key elements for accident prevention. All Grupo IGNIS employees are entitled to receive the necessary training and knowledge to safely develop their |



| | |
|------------------------------|--|
| | <p>activity and the duty to apply it to its daily work.</p> <ul style="list-style-type: none">✓ Promote and disseminate the Occupational Risk Prevention System of Grupo IGNIS both in its own activities and in subcontractors and interested parties in order to accomplish the objective of zero serious or fatal accidents. This way Grupo IGNIS contributes to the fulfilment of the Objectives of Sustainable Development, the third and eighth. |
| <i>Management Commitment</i> | <ul style="list-style-type: none">✓ The General Management of Grupo IGNIS provides the human, technical and economic resources necessary for the implementation of this Policy. |

4 COMPLIANCE WITH THE POLICY

Employees in the development of their duties shall not only make their best endeavours to act according to the law but also to do so according the social corporate responsibility of Grupo IGNIS in order to guarantee that the principles and standards included in this Policy govern the normal operation of Grupo IGNIS.

The Company shall provide the necessary resources for all employees affected by this Policy to act always honourably and assuming the following responsibilities:

- Reading, knowing and understanding this Policy as well as the rest of policies, principles and procedures of Grupo IGNIS aimed at developing their commitments in order to guarantee their adherence to all requirements.
- Meeting each of the aspects mentioned in the Policy and in other codes, policies, principles and procedures of Grupo IGNIS.
- Ensuring that Business partners and other collaborators affected by this Policy and other codes, policies, principles and procedures of Grupo IGNIS undertake and fulfil the Code of Conduct for Suppliers.
- Demonstrating in day to day activities the commitment with the principles of the Policy and other policies and procedures of Grupo IGNIS as well as setting an example for the rest of collaborators.
- Avoiding any situation which may give rise to illegal practices or inconsistent with the basic principles of action contained in this Policy.
- Collaborating with compliance and audit bodies providing the information requested and being faithful to reality.



- Checking with the Compliance Officer and the Sustainability Area in case of doubts with respect to the actions to be taken pursuant to the provisions of this Policy and other policies, principles and procedures of Grupo IGNIS.
- Communicating any incidence arising from the knowledge or suspicion of breach of this Policy and other policies, principles and procedures of Grupo IGNIS using the Whistleblowing Channel.

The breach of the provisions in the Policy may be the object of legal actions. 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.

5 QUERIES AND COMPLAINTS

Grupo IGNIS makes available for all Employees as well as of third parties the Internal Information System (hereinafter the “Whistleblowing Channel”) 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 Whistleblowing Channel 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 Whistleblowing Channel with the Compliance Officer immediately.

The Whistleblowing Channel of Grupo IGNIS fulfils all demands and guarantees provided for Law 2/2023, of February 20, regulating the protection of persons who report regulatory violations and the fight against corruption, 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 Policy 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 OPERATION OF THE POLICY

This Policy is an adaptation of the Policy approved on 1st February 2022 which it supersedes and has been approved by the Board of Directors of Grupo IGNIS on July 6th, 2023.

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 for by Grupo IGNIS.