



**OCCUPATIONAL  
HEALTH AND SAFETY POLICY**

(Text approved by resolution of the Board of Directors of 17 December 2020)

*(Free translation from the original in Spanish. In the event of discrepancy, the Spanish-language version prevails)*

---

**TABLE OF CONTENTS**

- 1- PURPOSE AND SCOPE OF APPLICATION ..... 3**
- 1.1. Purpose ..... 3
- 1.2. Scope of application..... 3
- 2- PRINCIPLES AND BASIC COMMITMENTS ..... 4**
- 3- IMPLEMENTATION AND COMPLIANCE ..... 4**
- 3.1. Implementation..... 4
- 3.2 Compliance..... 5
- 4- APPROVAL AND VALIDITY ..... 5**

## OCCUPATIONAL HEALTH AND SAFETY POLICY

### **1- PURPOSE AND SCOPE OF APPLICATION**

#### **1.1. Purpose**

VISCOFAN S.A. ("Viscofan" or the "Company") firmly believes in health and safety at work as a pillar of its ethical culture and its corporate principles and values for the optimal performance of its activities and does not allow activities that put other interests above the health and safety of its employees.

For this reason, Viscofan is unshakably committed to permanently improving the health, safety and welfare conditions in the workplace of all the Group's employees and to this end the Board of Directors, following a favourable report from the Audit Committee, approves this Occupational Health and Safety Policy (hereinafter also the "Policy"), which formalises its unwavering commitment to the prevention of occupational risks.

The Policy contributes to the achievement of the third and eighth Sustainable Development Goals adopted by the United Nations.

#### **1.2. Scope of application**

This Policy shall apply to the Company and its Group, and shall be mandatory for all its personnel, regardless of their position and function.

For these purposes, the VISCOFAN Group is understood to be the companies in which VISCOFAN directly or indirectly holds at least 50% of the share capital or voting rights.

The application of the Policy may be encompass, in whole or in part, any natural and/or legal person linked to VISCOFAN by a relationship other than an employment relationship when this is possible due to the nature of the relationship and is appropriate for the fulfilment of the purpose of the relationship.

In accordance with the Policy, VISCOFAN may develop procedures and instructions to implement and comply with the obligations it has undertaken, or to adapt the Policy to the various local laws applicable to the Group.

VISCOFAN expects all its employees and external suppliers to whom this Policy is communicated to take responsibility for maintaining and safeguarding health and safety conditions in their workplaces.

## **2- PRINCIPLES AND BASIC COMMITMENTS**

VISCOFAN's Occupational Health and Safety Policy is based on the following principles:

- The safety of people, employees and suppliers must take precedence in all the Group's activities.
- The prevention of accidents, injuries and deterioration of health at work must be combated with the allocation of resources and training.
- The integration of occupational health and safety in all decisions, business processes and working methods so that managers, executives, technicians and other professionals assume their responsibilities on a permanent basis.
- All employees, managers and stakeholders are part of the commitment to health and safety. The Group expects all its employees and external suppliers to be aware of this commitment and take responsibility for maintaining and safeguarding health and safety conditions in their workplaces.

VISCOFAN, its management and all its employees undertake the following basic commitments:

- VISCOFAN considers that the constant improvement of health and safety at work is a common objective that applies across the entire Group.
- VISCOFAN establishes as a permanent objective the reduction of occupational accidents, as well as reducing and minimising risks to the health and safety of its employees.
- VISCOFAN will, in any case, comply with (i) the different local legislations existing in the markets where it operates; and (ii) the commitments it voluntarily undertakes in occupational health and safety.
- Ensure consultation with and participation of workers in the field of occupational health and safety.

## **3- IMPLEMENTATION AND COMPLIANCE**

### **3.1. Implementation**

VISCOFAN is committed to allocating specific resources to ensure the effective implementation of the Policy. The Group will carry out appropriate due diligence processes, periodically identifying current and potential health and safety impacts and taking appropriate measures to prevent and mitigate their possible negative consequences. In particular, in order to fulfil its basic principles and commitments VISCOFAN will implement the following fundamental aspects of occupational health and safety:

- A clearly defined organisational structure and responsibilities. The Company works with its subsidiaries to ensure that all activities are planned, coordinated and executed in accordance with the Policy.

- The development and implementation of occupational health and safety management systems and their certification according to internationally recognised standards, applied and coordinated globally in all VISCOFAN Group companies.
- The adequate provision of technical, economic and human resources.
- The development of plans identifying priorities and key issues in the field of prevention.
- The establishment of targets for improvement in the field of occupational health and safety.
- The promotion and exchange of best practices in occupational health and safety in all VISCOFAN Group companies.
- The awareness, training, education and continuous information of managers and employees to promote safe behaviour and a culture of excellence.
- Coordination with suppliers and third parties in occupational health and safety applied to all VISCOFAN Group activities.

### **3.2 Compliance**

The corporate Environment, Health and Safety Department ("EHS") will be responsible for the implementation and monitoring of the Policy and the Internal Audit Division will lead and oversee its compliance.

The Policy will be reviewed and updated as appropriate in order to adapt it to any changes that may arise in the business model or in the context where the Group operates so as to ensure its effective implementation at all times.

The Policy will be the subject of appropriate communication, training and awareness-raising actions for its timely understanding and implementation. This Policy will also be available on the intranet for all employees and will be made available to all the Company's stakeholders

VISCOFAN engages in constant dialogue with its workers or their representatives, through which they can raise their concerns and expectations about health and safety in the Group's activity.

Furthermore, VISCOFAN has the appropriate channels to receive and deal with comments, doubts or complaints regarding the Policy's interpretation, application or compliance.

## **4- APPROVAL AND VALIDITY**

This Policy, following a report from the Audit Committee, was approved by the Viscofan Board of Directors at its meeting on 17 December 2020 and came into force upon its approval.

\*\*\*\*\*