

Health, Safety and Wellbeing Policy

Purpose

This policy has been established based on our commitment to the health and safety of our employees, including their mental, social and physical wellbeing, which is essential for all the activities of our business and stakeholders.

The Health, Safety and Wellbeing of all our employees is a primary objective of our shareholders, Board of Directors and Executive Management.

General Principles

Noatum's objective is to guarantee the Health, Safety and Wellbeing of all our employees, contractors, visitors and interested parties who provide services in our offices and facilities.

Noatum recognizes that our human capital is our best asset and therefore all our efforts are focused on achieving the best indicators in relation to training, education, safety awareness and best practices in the execution of our operations and the maintenance of all our facilities and equipment.

The management of Health, Safety and Wellbeing constitutes an integral part of the development of all our activities, policies, infrastructures, work teams and associated processes. Our policies and practices are designed to ensure that our group meets and exceeds the expectations of authorities, administrations, business partners, customers, families and the community, so that Noatum maintains its leadership within the activities it develops in this sector.

Noatum will only allow its employees and contractors to work within the strictest compliance with all safety measures. If any employee or interested party is exposed to unsafe working conditions or behaviors, preventive and corrective measures must be proposed, which must be immediately communicated to the Management responsible for the facilities.

Health, Safety and Wellbeing Policy

Key Principles Of Conduct

In order to comply with this purpose and principles, Noatum **PROMOTES**:

1. The active **participation** of all employees in the Health, Safety and Wellbeing Management System and a solid preventive culture, emphasizing preventive awareness and improvement measures.
2. The communication of all projects, improvement measures, internal risk communications, employees' proposals and suggestions, and incident reports.
3. The compliance with all **legal requirements** and **other requirements** related to Health, Safety and Wellbeing by establishing procedures for:

- » the response and preparation of emergencies,
- » the adaptation of work tasks to the person, regarding ergonomics in the workplace, as well as the choice of equipment and working and production methods, with a view to mitigating work monotonous and repetitive tasks and to reduce its effects on health,
- » handling chemical substances,
- » accidents and incidents management,
- » the prevention, detection and protection against fires,
- » the training, information and capacity-building of the workforce,
- » individual and collective health surveillance,
- » machine safety: the use and maintenance of work equipment,

With all of the above, if a Noatum standard is stricter than a legal requirement, Noatum will maintain its own standards

4. The **identification** of hazards and **assessment** of all risks in Health, Safety and Wellbeing through the establishment of management techniques.
5. Setting and updating global Health, Safety and Wellbeing **objectives**, programs and goals to ensure and demonstrate continuous improvement.
6. Establishing initiatives and requirements for all **contractors, visitors** and **interested parties** regarding compliance with all Health, Safety and Wellbeing standards.
7. The use, maintenance and selection of **personal protective equipment** when collective protection cannot be ensured.
8. **Performance** reviews of the Health, Safety and Wellbeing Management System.
9. **Zero tolerance** for unsafe actions and behaviors as the root cause of any workplace incident.
10. The provision of sufficient and necessary **resources** aligned with the Group's priorities.
11. An active promotion of the **participation and consultation** of all our employees and their representatives in the establishment and continuous improvement of the Health, Safety and Wellbeing Management System.

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Supervision In Health, Safety And Wellbeing

1. The Board of Directors has given clear instructions to both the Management and all personnel with roles, responsibilities and authority in the organization, and will regularly review the performance in Health, Safety and Wellbeing.
2. Executive Management will visibly and consistently support all the principles and requirements of this policy and will ensure that it is considered at all levels. Management is fully committed to the protection of employees and will provide appropriate resources so that the objectives and plans of this policy are met. Management will regularly review Health and Safety performance to ensure continuous improvement and that all employees and stakeholders comply with all legal requirements and other requirements.
3. All positions with executive responsibility will assume their responsibilities and obligations in relation to the established resources, legal compliance and performance in Health, Safety and Wellbeing, as well as with respect to the maintenance and implementation of all the processes of the management system to comply with Noatum's policy.
4. All employees whose responsibilities have an impact on Health, Safety and Wellbeing, will have adequate training and will be held accountable in relation to any breach of the principles of this policy, including their own standards, procedures, regulations, instructions and practices.

Antonio Campoy
CEO Noatum

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