

The ALUDEC Group, whose business is the design, development and marketing of decorative and industrial branding material for the automotive industry, has a strong commitment to Occupational Health and Safety. Our priority is to ensure safe, healthy working conditions for everyone working in the business. Our commitment is borne out at all levels and in all decisions of the organisation.

ALUDEC actively promotes the physical, mental and social wellbeing of its workforce and seeks to create inclusive, fair and respectful environments. Equal treatment and equality of opportunity are essential elements of our OHS culture.

We promise to:

1. Legal and regulatory compliance:

Identify, comply with, and keep up to date with all legal requirements and other obligations that we have in terms of occupational health and safety, including:

- Occupational health and safety laws.
- Obligations concerning industrial safety relating, for example, to electrical installations, air conditioning systems, high-pressure equipment and other technical facilities.
- Health requirements relating, for example, to Legionella, Radon and other possible environmental exposures.
- Fire prevention and protection laws.
- And the management of business activities

2. Continuous improvement:

Actively seek continuous improvement in all processes affected by Occupational Health and Safety, fostering a strong culture of risk prevention among employees, contractors and partners.

3. Active participation:

Promote consultation with, and the effective participation of, our workforce, so that they are informed, trained and listened to in relation to all decisions that affect their health and safety.

4. Hazard identification and risk control:

Adopt, maintain and review effective processes for the elimination of hazards and risk reduction through:

- Substitution of hazardous materials or processes.

- Collective protection measures and proper use of PPE.
- Emergency planning and regular drills.
- Investigation and review of incidents to prevent recurrence of situations that might lead to accidents.
- Ergonomic improvement of workstations, machinery and processes

5. Clear objectives and review:

Define goals and objectives concerning Occupational Health and Safety and allocate resources, set deadlines and allocate clear responsibilities for the monitoring, assessment and improvement of those goals and objectives

6. Oversight and monitoring of health and hygiene:

Carry out regular health and safety inspections to identify, assess and control possible contaminants, chemical and biological, and physical elements such as noise, lighting, temperature and other working conditions that might affect the health of workers. Those inspections will enable us to ensure the correct handling of hazardous substances and safe, appropriate working conditions.

7. Transparency and continuous review:

Make this policy available to all stakeholders and review it regularly to ensure its adequacy and effectiveness.

8. Promotion of Health, Equality and Wellbeing:

Take actions and create environments that foster overall health and so enhance the physical, mental and social wellbeing of individuals as a fundamental part of a culture of risk prevention.

Ensure equal treatment and equality of opportunity, eliminate all forms of discrimination and promote respect and inclusion in the workplace.

9. Digitisation and use of new technology in risk prevention:

Promote the use of digital tools, automation and new technology as strategic partners in enhancing the efficiency and effectiveness of our management of Occupational Health and Safety. That includes the use of digital platforms for risk assessment and oversight, monitoring of indicators, training, document management



OCCUPATIONAL HEALTH AND SAFETY (OHS) POLICY

and communicating information about risk prevention.

This policy sets out the firm commitment of the Management and the whole ALUDEC Group to the protection of health, safety, wellbeing, equality and technological modernisation as an integral part of our corporate responsibility.

Ponte Caldelas on 5th June 2025

Ernestro Lumbreras Peláez (General Management)