

## Health and Safety at Work Policy

SIDMA Steel is committed to providing a safe workplace and promoting the health and safety of its employees and all those who cooperate with it, customers and suppliers, contractors of projects, contractors, partners and visitors.

The main objective of SIDMA Steel is "No incident and no work-related illness" and for to achieve this goal requires from all employees and its business partners:

- To cultivate a culture whereby all injuries and illnesses at work can and should be prevented;
- To strictly comply with applicable legislation and fully implement all company standards, guidelines and procedures relating to health and safety in the workplace;
- To identify, assess and regularly update potential health and safety risks across the entire range of their business activities and take preventive measures to mitigate them;
- To report and thoroughly investigate all incidents (accidents, near-miss accidents and unsafe situations), and apply appropriate corrective and preventive measures to avoid their recurrence;
- To communicate openly and transparently all health and safety issues to all parties involved or any interested party;
- To recognise the importance of the human factor in health and safety matters, as well as to provide ongoing training to support the development of health and safety knowledge and skills to employees and partners, while encouraging consultation and active participation in all health and safety matters;
- To provide safe conditions to prevent occupational injuries and illnesses;
- To continuously improve their health and safety performance by involving all stakeholders in this effort, and to integrate health and safety as a key element in the whole range of their activities and in their corporate culture.

Employees and business partners should be committed to protecting Health and Safety "everywhere and at all times" as a condition for continued employment and cooperation.

**Health and Safety is everyone's responsibility.**

### Compliance

All SIDMA companies shall comply with the provisions of the Health and Safety Policy, as well as with the relevant national legal framework and regulations. In the event of any discrepancies between the content of this Policy and national legislation or other applicable standards, the most stringent requirements shall prevail.