

HEALTH AND SAFETY POLICY

Rev. 08 – 01/09/2025

The fundamental objective of Occupational Health and Safety at Técnicas y Servicios de Ingeniería y Control del Norte SL (hereinafter, TESICNOR) is to guarantee the safety and health of workers, even exceeding legally established requirements, creating **safe and healthy workplaces**.

To achieve this goal, it is essential that **prevention be integrated** into the entire company's hierarchical structure. This means that it must be known, embraced, developed, and maintained at all levels, consistent with other policies, and ensuring the commitment and satisfaction of employees' needs.

TESICNOR is committed to **using all available human and material resources** to ensure the safe performance of all operations performed by our employees and those carried out in our facilities. To this end, it has developed a health and safety management system (SGSST), based on the ISO 45001:2023 standard. It also requests the participation of all members of the organization in reporting newly detected risks and proposing changes or improvements, in order to achieve an effective, personalized, and participatory prevention system.

We encourage our employees to evaluate each operation before carrying it out, report any deficiencies detected, and propose opportunities for improvement. We are committed to studying all proposals submitted by our employees and responding fully to them to achieve a prevention system for everyone, made by everyone.

This OSH MANAGEMENT SYSTEM is based on the following fundamental principles:

-  **Eliminate hazards and risks** and assess those that cannot be avoided to reduce and control them.
-  Guarantee the **participation, information**, and right to be consulted of all employees.
-  Provide the necessary technical, organizational, and protective measures to **safeguard workers from risks** related to safety, hygiene, and ergonomics arising from the management of the facilities.
-  Commitment to comply with **legal and other requirements** such as those of stakeholders.

We believe that the spirit of innovation and **continuous improvement** is essential to the future of our company. To this end, we implement the necessary methods to detect risks (continuous assessments of affected personnel and periodic assessments of personnel assigned by management), evaluate them, prioritize objectives, define and implement corrective actions, monitor results, and train and inform all employees about the status of the system.

This policy will serve as a framework for establishing Occupational Health and Safety **objectives**.



Santiago Pangua Cerrillo

Manager of Técnicas y Servicios de Ingeniería y Control del Norte SL

