



OCCUPATIONAL HEALTH & SAFETY (OHS) POLICY

Since its inception, **ALTHENIA Sando** has regarded **Occupational Health & Safety (OHS)** as a core principle in its operations, making it a fundamental priority within the organisation. This commitment drives the continuous improvement of preventive measures, with the ultimate goal of ensuring safe and healthy working conditions for all employees and collaborators. This philosophy is reflected in our **Prevention Policy**, which is based on the following key principles:

- A leadership-driven management approach that integrates **OHS** into all processes and levels of the organisation.
- Rigorous analysis and implementation of measures aimed at **eliminating hazards and reducing risks**, including identifying the root causes of workplace incidents and accidents to apply the necessary corrective actions.
- Full **compliance with legal requirements**, as well as any additional **OHS** commitments undertaken by the company and those linked to our compliance management system.
- A strong commitment to the **continuous improvement** of the **OHS** management system.
- Encouraging **consultation and participation** of employees in all **OHS** matters.
- Coordinating and integrating **collaborators and suppliers** into the development and implementation of the **OHS** management system.
- Adapting the **OHS** system to **technological advancements**.

To implement this **Prevention Policy**, **ALTHENIA Sando's senior management** establishes clear objectives at all organisational levels. Achieving these objectives is ensured through the active involvement of all employees, along with the clear assignment of responsibilities across all levels and activities.

Signed: Antonio Villalba Martín
Director-General for Environment and Services