

HEALTH, WELL-BEING AND OCCUPATIONAL RISK PREVENTION POLICY

Date: 30 September 2024

Approved by: CEO

The health, safety, and well-being of workers are essential for both employees and their families, as well as for the productivity, competitiveness, and sustainability of our company. LACREM S.A.U. is committed to promoting initiatives aimed at the continuous improvement of working conditions and establishing a true preventive culture within the company, characterized by a scientific, comprehensive, and participatory approach. Our objective is to raise the level of protection for the safety, health, and well-being of our employees.

According to the WHO, a healthy work environment is one where employees and management collaborate in an ongoing process aimed at achieving a shared vision to enhance the health, safety, and well-being of all workers, as well as the sustainability of the working environment.

The WHO considers a healthy company to be one where employees experience greater well-being, safety, and physical and mental health, which, in turn, improves their work performance and competitiveness.

LACREM S.A.U.'s general principles in this regard are:

- To achieve a healthy and well-being-oriented working environment that allows all employees to carry out their work under the best physical, mental, and social conditions.
- To attain an optimal level of workplace safety, beyond merely complying with occupational risk prevention regulations.

To this end, LACREM S.A.U. commits to:

- Integrating occupational risk prevention, health promotion, and well-being into the company's overall activities and decision-making processes, at all levels of the organization.
- Providing the necessary resources to ensure compliance with legal standards on occupational risk prevention, as well as to develop action plans in the fields of health and well-being.
- Informing all employees about the possible risks associated with their activities and facilitating their participation in matters that may affect their safety.
- Training professionals to ensure they are aware of and adhere to applicable prevention and protection measures.
- Developing action plans to reduce accident rates.
- Implementing necessary measures to ensure the safety of all individuals working at our facilities, regardless of whether they are company employees or from partner companies.
- Establishing a healthy company model that allows for the systematic development of actions related to health promotion, both physical and mental, in the workplace, as well as in the personal and family environments of our employees.