



OCCUPATIONAL HEALTH AND SAFETY POLICY

1. INTRODUCTION

The Board of Directors of Solarpack Corporación Tecnológica, S.A. (hereinafter "Solarpack" or the "Company" and the group of companies of which Solarpack is the parent company, the "Solarpack Group"), approves this Occupational Health and Safety Policy, which is included in its Corporate Governance Regulations.

This policy, which is part of its Corporate Social Responsibility Policy and is established as the framework within which all of Solarpack's activities are carried out, considering that in the context in which they are carried out, the Health and Safety of both workers and third parties involved is guaranteed.

2. BASIC PRINCIPLES

This Policy is based on the following basic principles:

- **Management System.** To establish a management system based on continuous improvement and the establishment of appropriate objectives in order to optimize performance.
- **Mitigation of Risks.** To identify, evaluate and control actions, for the elimination of hazards and mitigation of risks to safety and health related to the activities developed in the workplaces where Solarpack operates.
- **Awareness and preventive culture:** To prioritize and give a high visibility to the Health and Safety practices at Solarpack, properly informing the employees about the risks they may be subject to. Likewise, to become a positive reference in Health and Safety matters.
- **Safe working environment:** To provide safe and healthy working conditions for the prevention of work-related injuries and health deterioration.
- **Compliance.** To ensure compliance with applicable legislation and other minimum requirements that the company takes on in each and every country where Solarpack develops its activities.
- **Involved Employees.** To achieve the active and responsible involvement of all Solarpack's employees by developing consultation and participation mechanisms with the aim of promoting personal development, teamwork, and training to facilitate performance and collaboration in a continuous improvement.
- **Involved Contractors.** To integrate our contractors in the commitment of Health and Safety, within all Solarpack processes. To demand compliance and respect for our safety practices.
- **Commitment.** To specifically follow this Policy through Solarpack's Board of Directors or a Committee appointed by it for this purpose.

3. MONITORING SYSTEM

The approval of the **Occupational Health and Safety Policy** is the responsibility of SOLARPACK's Board of Directors, which, either directly or through a Committee appointed for such purpose, will supervise it, ensure its compliance and periodically review it for its continuous suitability.



The Company shall establish an internal monitoring system that allows the correct implementation of the Policy at all organisational levels, as well as the monitoring of the relevant associated indicators.

4. COMMUNICATION AND STAKEHOLDER ENGAGEMENT

This Policy is communicated and understood within the scope of the organisation and it is available through the information and communication channels that the Company makes available to all its stakeholders.

The Policy is publicly available on the [SOLARPACK website](#).

To make it easier for individuals to report any breach of the principles set out in this Policy, a reporting channel has been set up, which functions through the email address: denuncias@solarpack.es. Any complaints or suspicions of improper conduct can be reported through this channel.