

HEALTH & SAFETY POLICY

The Company's Management has developed its Health & Safety Policy with the primary objective of ensuring employee safety and providing high-quality services.

Through its Health & Safety Policy, **DEKA S.A.** is committed to:

- Full compliance with all Health and Safety legislation and regulations applicable to employees.
- Providing all necessary resources for the prevention of occupational accidents and work-related illnesses.
- Fully implementing, monitoring, and reviewing the Health and Safety management system and its procedures.
- Taking all necessary measures to address climate change.
- Ensuring the full implementation of the Health and Safety Management System by all company personnel and across all company activities.
- Updating and maintaining the effectiveness of the Health and Safety System whenever changes occur in the company's organizational structure, activities, facilities, or equipment.
- Reviewing and analyzing the Health and Safety Plan in order to establish continuous improvement objectives and manage H&S performance.
- Maintaining continuous communication and consultation with employees on Health and Safety matters.
- Providing the necessary information, awareness, and training resources regarding Health and Safety issues.
- Communicating the company's Health and Safety rules to all interested parties.

The tool through which the company implements, monitors, and updates, whenever necessary, its Health and Safety Policy is the Health and Safety Management System that it has developed and implemented.

The validity and recognition of the Health and Safety Management System are achieved through certification by an Independent Certification Body in accordance with the international standard **ISO 45001:2018**.

For the implementation of this Health and Safety Policy, DEKA S.A. considers the active participation of employees essential in maintaining, developing, and documenting all procedures required by the Health and Safety Management System. All company employees contribute to the effective implementation and continual improvement of the Health and Safety System.

This Health and Safety Policy is communicated to all personnel.

Date: 18/02/2024

For DEKA S.A.

