



HEALTHY WORKPLACE POLICY

With a firm commitment to protecting and promoting people's health and fostering healthy working environments, and convinced that these are a key factor in competitiveness as well as being essential for improving the company's productivity and sustainability, the Management of Elmya, S.A. hereby establishes this Healthy Organization Policy, based on the following principles:

- To promote health at work and healthy lifestyle habits as a necessary strategy in a modern company that aims to increase each individual's capacity to maintain and improve their health and quality of life.
- To continuously improve the organization and working conditions, promoting active participation and fostering the individual development of everyone involved in the project, thereby encouraging their sense of responsibility and motivation.
- To work towards achieving a balance between the demands of work arising from our daily activities, control over that work, training, and the resulting social recognition, with this being expressly communicated to the employees of Elmya, S.A. and their representatives.
- Comply with legal and regulatory provisions regarding Occupational Health and Safety, as well as other aspects related to human capital, such as equal treatment, work-life balance and inclusion.
- Take this into account in all major company decisions, forming the basis for setting objectives such as the Healthy Organization initiative, which will be reviewed periodically.
- To address Sustainable Development Goals (SDGs) 3 and 8 of the United Nations 2030 Agenda, with actions focused on the health and well-being of the workforce and the guarantee of decent working conditions.



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Jose María Piñar Celestino
CEO Elmya