

OCCUPATIONAL HEALTH AND SAFETY POLICY



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Konecta





TABLE OF CONTENTS

- 1 PURPOSE
- 2 SCOPE OF APPLICATION
- 3 GENERAL PRINCIPLES OF ACTION
- 4 UPDATE AND REVIEW

This Health and Occupational Safety Policy is included within Konecta's Human Resources Framework Policy (hereinafter Konecta, the Company, or the Organisation) and determines the Company's strategy on Human Capital, while establishing the Company's commitments with its staff.

1.- PURPOSE

Konecta is aware of the importance of safety and health among its employees and is committed, not only to the sustainability of the company, but to position itself as an innovative and leading organisation that prioritises the welfare of its staff, and goes beyond its obligation to comply with the relevant safety and health regulations. Instead, it intends to address working conditions to make them the most appropriate, thus contributing to the welfare of the workforce of all Konecta Group companies.

The purpose of this document is to define Konecta's lines of action on Safety and Occupational Health.

Konecta is aligned with Goal 3 UN 2030 Agenda that states: "To meet the Sustainable Development Goals, it is essential to ensure a healthy life and promote universal welfare". It is therefore necessary to focus on promote actions aimed at achieving that the work of employees within our organisation is performed under the best possible conditions.

To do so, the Company has placed as a priority achieving the physical, mental and social welfare of the people who make up Konecta.

2.- SCOPE OF APPLICATION

This Policy is globally applicable to all Konecta entities and is endorsed by the General Management and the Board of Directors of the company. Each member of the Konecta team is responsible for promoting the principles and commitments contained herein while performing their duties.

3.- GENERAL PRINCIPLES OF ACTION

Konecta will promote an organisational culture where health at the work place is a hallmark, by creating an environment that will help facilitate the lives of employees, and thus, improve their welfare.

When people are provided with the conditions to give their best, this translates into value for the entire company and the multiplier effect in the right direction is evident.

For the development of this Policy, Konecta worked alongside with the Company Management, staff designated by the latter in different management departments, employees' representatives and the staff itself. The Company also received advice and assistance from its Joint Prevention Service in the areas of health, safety, ergonomics and social psychology.

The idea is to achieve the partnerships deemed necessary to fulfil the principle of continuous improvement of safety and health standards for all employees.

The basic principles to achieve the goals set by Konecta are described below:

- **Essentiality:** Konecta will prioritise the safety and health of its employees, ensuring the prevalence of this value over any other.
- **Comprehensiveness:** All the employees, regardless of their position, have defined duties that are known to them, and commit to abide by them, respect them, and ensure their compliance.
- **Prevention:** Konecta will promote a preventive culture, secure its dissemination and favour the participation and commitment of the staff to guaranteeing the safety of all, respecting the facilities, making proper use thereof, and ensuring their maintenance through activities and materials for the implementation and dissemination of this policy.
- The **information**, consultation and **participation** of employees will be central to ensure that these principles are known, understood, developed and maintained.
- **Collaboration:** Konecta will promote interdepartmental collaboration, working for a common and well-defined goal, integration and accessibility projects, and adapting the posts to especially sensitive staff, ensuring equality between people, and considering diversity as a positive and enriching value.
- **Innovation:** The Company will continue to work on innovation and technological development as a fundamental resource to perform activities in the most efficient manner: simplifying processes, with more powerful tools, and with more advanced ergonomics. For this reason, Konecta works with its suppliers to adapt the equipment to the needs of its clients and employees.
- **Team work:** Konecta will boost a participatory leadership style to increase teamwork, generate motivation, and loyalty within our teams, and reinforce an assertive, clear, and fluent communication among its various departments.
- **Continuous Improvement:** The Company undertakes to implement improvement actions that help foster healthy hygiene and food habits, physical exercise, as well as to deploy public awareness campaigns and workshops, among other actions.
- It will focus its efforts on **improving the physical work environment**, personal resources, the company's participation in the community and the psycho-social environment, as the four essential pillars of its action.
- **It will adapt** working, physical and organisational conditions, or of any other nature, to the special needs of employees with reduced mobility or other disabilities.
- Konecta will **promote and collaborate** in the design and improvement of the processes involved in the psychological well-being of employees, such as assertive communication, motivation, training, staff promotion, as well as proceed against any form of sexual or psychological harassment.
- Konecta will inform its **suppliers** of the need to actively engage in the improvement of working conditions, developing the necessary protocols to ensure the safety and health of employees, incorporating all matters related to the co-ordination of the corporate activities in the prevention of occupational risks, and in the recruitment and selection processes, to ensure that the execution of works, acquisition and installation of equipment and deployment of activities by external staff, is performed under the appropriate levels of health and safety.
- **Monitoring:** The Company will conduct systematic audits, both internally and externally, to verify compliance with, and the effectiveness of its preventive policy.
- **Communication:** Konecta will disseminate through communication campaigns the existence of this policy among all Konecta staff.

This Occupational Health and Safety Policy will be included in each of the Prevention Plans to be drawn up by each Konecta Group Company, so to achieve a homogeneous action plan with regard to Health and Occupational Safety throughout the Organisation.

4.- UPDATE AND REVIEW

This Health and Occupational Safety Policy shall be reviewed and updated, where necessary, to adjust to the changes experienced by Konecta's business model, or to those resulting from from the adoption of rules of direct application, while ensuring its effectiveness and compliance.

NOTE: This Health and Occupational Safety Policy was revised and approved on 19 December 2022 by the Konectanet Group's governing body, S.L.U.