



GENERAL POLICIES

General Health and Safety at Work Policy of the Acerinox Group

16 December 2021



1. - Introduction

The Acerinox Group has implemented campaigns and initiatives promoting the health and safety of its employees, which has enabled its safety levels to rank among the best of all steel companies. However, the Acerinox Group's ultimate goal in this area is Zero Accidents.

Zero Accidents among its own workers and Zero Accidents among the workers of subcontracting companies.

To achieve this and to prevent any accidents, a Health and Safety management system will be rolled out at all work centres, which must comply with -and even surpass- the requirements established by the local regulations applicable at the various work establishments and pursue certification under international standards in the field of health and safety at work.

Health and Safety will be integrated into the management of the organisation in such a way that all activities will be considered from a preventive standpoint.

The Group undertakes to maintain a systematic approach to risk identification and management, performing the relevant risk assessments -and the actions required to eliminate or minimise such risks- and to include its health and safety indicators in its strategic plans.

There will be an ongoing exchange of experiences and comparisons among the various production units in order to adopt and share improvements and the progress made, as well as the new experiences that arise.

2. - Sphere of application

This Policy applies to all the companies that make up the Acerinox Group and binds all the governance bodies of the Group and their companies, the managers, workers and, as appropriate, the persons or entities that provide services or that supply goods to Group companies.

3.- Basic principles of action

To give material shape to this commitment, the Group assumes and promotes the following basic principles of action that must guide all its health and safety activities:

- a) It will design preventive safety actions aimed at minimising safety risks and will allocate the necessary resources for the implementation thereof.
- b) It will guarantee the protection of the professionals of the Group companies in their workplace, as well as that of the workers of the contractors that are at the facilities of the Acerinox Group companies.

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- c) A safety culture will be promoted at the Group through dissemination and training initiatives in this area.
- d) Adequate qualification of all safety personnel, both internal and external, will be ensured, putting in place thorough training plans and defining requirements and criteria in regard of contracting that take this principle into account.
- e) Predictive health and safety indicators will be defined that will make it possible to ascertain the efficiency of the management systems and to react before an accident occurs. Health and safety performance indicators will also be defined, which will be published internally on a regular basis and that will make it possible to establish medium- and long-term objectives, as well as to measure the degree of progress achieved.
- f) It will work in conjunction with public authorities with responsibilities in matters of safety.
- g) To ensure that health and safety are key priorities for the Acerinox Group, annual performance in the area of health and safety will be linked to the variable remuneration of Group executives.

4.- Awareness building

There will be Health and Safety bodies at all work establishments, set up as established by law and in all cases with the presence of the leading experts in the field available to the Group at any given time.

The monitoring and verification of compliance with these principles and objectives will be the responsibility of all executives of the Group companies and will be supervised by the managing bodies of the various companies which, in turn, will report thereon to the Board of Directors.

5.- Validity, critical review and updating

This General Health and Safety at Work Policy will come into force from 1 January 2022 onwards.

This Policy will be critically reviewed in view of the objectives achieved and, where appropriate, updated to adapt it to possible changes that may occur in general applicable regulations.

The monitoring, verification of compliance and updating of these principles and objectives is the responsibility of all the executives of the Group companies.

6.- Body of Sustainability Regulations

Following is a list of the policies that, together with this General Health and Safety at Work Policy, have been adopted by the Acerinox Group in order to establish and achieve its sustainability objectives:

- a) General Sustainability Policy of the Acerinox Group.
- b) General Human Rights Policy of the Acerinox Group.
- c) General Equality, Diversity and Inclusion Policy of the Acerinox Group.
- d) General Health and Safety at Work Policy of the Acerinox Group.
- e) General Recruitment and Promotion Policy of the Acerinox Group.
- f) General Responsible Purchasing Policy of the Acerinox Group.
- g) General Sustainable Production and Marketing Policy of the Acerinox Group.
- h) General Climate Change Policy of the Acerinox Group.

These policies, as well as the rest of those adopted by the Acerinox Group, can be consulted at the following link:

<https://www.acerinox.com/en/gobierno-corporativo/General-Policies/>

The following are also part of the Group's Sustainability Policies:

- a) The Code of Conduct and Good Practices of Acerinox, S.A. and its corporate Group.
- b) Any other rules or standards approved in the future by the Board of Directors of Acerinox, S.A. and those approved by the various companies of the Group in the implementation of the above.

Approved by: the Board of Directors of ACERINOX, S.A.