

## OCCUPATIONAL HEALTH AND SAFETY POLICY

The Board of Directors of Barna Steel, S.A., on behalf of the entire Celsa Group ('**Celsa Group**'), in the context of its general and non-delegable power to determine the general policies and strategies of the Company, has approved this *Occupational Health and Safety Policy* (the '**Policy**').

### **I. Purpose**

The purpose of this Policy is to identify the general principles and objectives that govern Celsa Group's actions in the field of occupational health and safety.

Celsa Group's commitment to health and safety at work is based on the principle that all occupational injuries and illnesses can and must be prevented and extends to all of its professionals, who are also fully responsible for ensuring this is implemented.

The activities carried out by Celsa Group require adequate health and safety management for all professionals. Therefore, the health and safety of our professionals, contractors, visitors, and everyone else involved in or affected by our different business activities is a priority. Effective health and safety management is an integral part of business performance.

Pursuing safety and health excellence will not only bring the human benefits of a safe environment but will also lead to excellent business results for the Celsa Group.

## II. Scope

This Policy applies to Celsa Group and all group companies, taking into account their specific characteristics. Celsa Group will work to ensure that the policies of its Group companies are in line with this Policy.

## III. General principles and objectives

This Policy is based on the following principles and objectives:

- Maintained controlled and documented systems and procedures to ensure compliance with all the laws, regulations, and other requirements applicable to our business: ISO 45.001, etc.
- Identify and implement industry best practices in health and safety.
- Provide a framework for setting Health and Safety objectives which goals and targets must be *Specific, Measurable, Achievable, Relevant, and Time-bound* (SMART) These objectives should also have a strong leadership and accountability from Celsa Group management.
- Eliminate, if possible, risks specific to Celsa Group's activities and, if not, assessing them and applying appropriate measures in place to reduce and manage them.
- Ensure an atmosphere of safety at Celsa Group, integrating health and safety culture into all our business management processes as a key to driving excellence.
- Maintain an interdependent safety culture to achieve our goal: 0 accidents.

- Provide safe and healthy working conditions, based on the principle that injuries and illnesses cannot be considered a normal part of business and must be avoided at all costs.
- Provide information, instruction, and training on specific risks affecting jobs or functions and the implementation and prevention measures applicable to these risks to enable professionals to perform their work safely, and make sure they are aware of the risks they are exposed to.
- Prioritise the proper training and qualification of our professionals in health and safety matters so that they can perform their duties safely.
- Ensure that all our professionals and suppliers assume responsibility for their own health and safety and that of their colleagues, as well as for compliance with all internal health and safety regulations, requiring our professionals to work safely and comply with safety rules as a condition of employment for working at Celsa Group.
- Promote the engagement of all professionals, including management, through effective communication, with the aim of identifying and managing hazards and risks in every activity, which will allow us to maintain a safe and healthy workplace.
- To value the commitment of our professionals, since their behaviour is the basis for working safely: Celsa Group promotes all requests and engagement at all levels.
- Promote and maintain the leadership of Celsa Group management in health and safety initiatives, evaluating their active participation in individual performance evaluations.

- Include suppliers and subcontractors in the common commitment to improve safety at work.
- Conduct assessments and audits of the Safety Management System, risks, and prevention and mitigation mechanisms periodically (or at significant times) to ensure their relevance, enabling the implementation of identified control measures to prevent injuries and illnesses and ensure continuous improvement of the Safety Management System.
- Provide the adequate financial, material, and human resources available to implement the Policy.

This Occupational Health and Safety Policy was updated by the Board of Directors of Barna Steel, S.A., representing the entire Celsa Group, on 2023, July 13<sup>th</sup>.