# Health, Safety and Wellbeing Policy in the Workplace

Within Saica we value and care about each other. Saica's Board of Directors and other Governance Bodies are committed to ensuring that our policy demonstrates an exemplary commitment to the health, safety, and well-being of all those involved in or affected by our activities. This commitment is based on three Health and Safety objectives:

· To precisely define the expectations we place upon our business and operational leaders to drive exemplary and continuously improving health, safety and wellbeing management, control and performance.

· To equip those leaders and their teams with the capability and resources to meet these expectations.

· To generate a climate where everyone understands these expectations and supports their delivery through always displaying a duty of care for themselves and others.

## To attain and sustain these foundational objectives we commit to:

### 1 EVOLVE

Maintain and evolve a **management system** that defines and drives sustained and **continuously improving** health, safety and wellbeing management and control practices wherever the Saica Group operates.

### 2 COMPLY

Always comply **with Health and Safety legal requirements** and industry best practices.

### 3 PROVIDE

Provide **safe and healthy working environments** free from hazards that might create injury or ill-health.

### 4 EVALUATE

Recognise and evaluate **all Health & Safety risks** associated with our activities, facilities, and equipment and to eliminate, mitigate, manage and control those risks.

### 5 EMPOWER

**Empower employees** to always act safely, participate in the identification of hazards and stop any activity in the event of serious and imminent risk.

### 6 DRIVE

Drive continuous improvement through **key performance indicators** that provide comfort and assurance that our commitment to health, safety and wellbeing is delivering **the results we expect** and desire.

### 7 LEAD

Lead by example, ensuring that each Business Leader within their area of responsibility is demonstrating **visible leadership and allocating adequate resources** to meet the commitments of this Policy Statement

The Saica Group has provided, through its complaints channel, the possibility for any person, whether inside or outside the organization, to report any deviation or non-compliance with the commitments made under this declaration

**Susana Alejandro Balet**
President & CEO
Saica Group
4/8/26

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Board Secretary & Managing Director
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4/8/26