

INTEGRATED POLICY HEALTH AND SAFETY AT WORKPLACE

Nature and scope of the company:

Efficold, SA, a company dedicated to the manufacture of commercial refrigeration, is committed to promoting healthy environments to improve the health of its workers, increasing physical and mental well-being. The company is committed to providing a safe and healthy working environment for our employees

Main commitments the organisation wishes to take on:

The fundamental principles of the company's Policy are:

- **Universality:** This Policy shall be applied to the whole Efficold workforce, with no distinctions made.
- **Integrity:** Quality, health and safety, and environmental criteria shall be implemented in all business management activities and decisions, promoting leadership through a proactive attitude.
- **Security:** Security is a permanent and transversal value throughout the organization, the purpose of which is to minimise and prevent work-related risks. As an evolution of this model based on the prevention of occupational risks, the company wishes to undertake and progress towards the promotion of health.
- **Healthy environments:** Commitment to promoting healthy environments by identifying health and safety risks. In addition, the company establishes the necessary means for the communication of deficiencies and/or suggestions for improvement, their analysis and implementation.
Environmental conservation, waste management and prevention of pollution is encouraged.
- **Promoting health:** Designing health promotion programs in accordance with workers' needs. Implementation of good practices and healthy habits, not only at the work centre, but also applicable in the daily use of each member of the company.
- **Diversity and inclusion:** Programmed actions shall be implemented without prejudice to race, nationality, ethnic origin, religion, gender, sexual orientation, marital status, age, disability or family responsibility.

Said commitments serve as a reference for management in setting and planning quality, safety and health objectives, the achievement of which is in the interest of employees and other stakeholders. Similarly, the company commits to its dissemination and periodical updating.

Manuel Pastor
Chief Executive Officer

