

**At Neklar Group there is a firm commitment to safety, labour health and the environment. This commitment is evidenced as follows:**

- Providing employees and other stakeholders with a safe and healthy working environment.
- Relying on people who are aware of and respect the established rules and procedures and put safety first.
- Awareness of the environmental impact generated, working to minimise it and applying the measures required for the protection, conservation and respect for the environment.
- Developing a range of products fostering cleaner and more sustainable mobility.

**To ensure compliance with this commitment, the production plants have an integrated management system according to the reference standards ISO 14001 and ISO 45001, based on the following principles:**

- Establishing the objectives and actions aimed at attaining '0' work accidents, occupational illnesses and environmental incidents.
- Continuously improving the working conditions by:
  - Providing employees with adequate personal protective equipment (PPE) and placing at their disposal equipment, machines, and facilities in a suitable condition in terms of safety and ergonomics.
  - Performing responsible chemicals management and handling according to regulations.
  - Implementing effective fire protection systems and emergency plans.
  - Reducing waste generation and gas emissions and preventing pollution, guaranteeing the best air quality.
  - Responsibly using natural resources, constantly reducing their consumption and ensuring good water quality.
  - Boosting energy efficiency and the circular economy.
- Integrating preventive culture into daily activities and decisions.
- Implementing preventive tools for the elimination/minimisation of risks, monitoring the established rules, and identifying unsafe conditions and actions.
- Training and awareness of employees, suppliers, subcontractors and visitors, developing participation and consultation methods.
- Complying with the reference regulations of the countries it operates in and, where required, establishing internal standards that are more demanding than these regulations.

*This policy is an addendum to the general policies of Neklar Group set out under the 'Business Principles' document.*