OCCUPATIONAL SAFETY, HEALTH AND WELL-BEING POLICY

The Hartmann **Automotive Professionals** pillars are based on a commitment to caring for people, we seek to improve people's lives within our organization. For this reason, ensuring compliance with safety, health and well-being becomes one of the fundamental principles of our organization.

For this reason, it is an objective of **Hartmann Automotive Professionals** to promote continuous improvement in health and safety management, seeking to raise the level of well-being of the people who make up the organization. This objective must be met by taking into account widely accepted standards, seeking a stimulating, fair and safe working environment and applying the legal requirements in terms of occupational risk prevention.

SCOPE OF APPLICATION

This document has been prepared by Hartmann Automotive Professionals and applies to all the company's activities.

PRINCIPLES

In line with its principles, Hartmann Automotive Professionals is committed to the following commitments:

1. **Comply with applicable legislation** and any other requirement in this area, seeking to maintain a high degree of awareness, implementation and continuous improvement of occupational health and safety management. Starting from the premises based on the importance of Health and Safety in the development of the activity, as well as the strengthening of human relations in the organization.

2. **To provide and responsibly manage** the technical, human and material resources necessary to achieve its objectives.

3. To seek in our **commitment to the well-being of our workers** a hallmark vis-à-vis companies and other social agents, giving human capital a place of great relevance in the development of the organization.

4. **Integrate Health and Safety management** as one more element at all levels and of the same importance as the rest of the Organization's Policies.

5. **Protect people** and property from the risks inherent to their job by identifying, evaluating and managing them, always aiming at avoiding the risks assessed, improving working conditions and the environment.

6. **To schedule technical prevention activities**, taking into account work planning, conditions, human relations and the influence of the environment, in order to ensure the protection and well-being of employees.

7. **Guarantee** workers, depending on the risks associated with work, **adequate health surveillance**, general and specific training on the risks of the job, equipment and means of protection appropriate to it, as well as the commitment to responsible preventive action in their workplace and work environment.

8. Promote a **policy of participation and consultation** of workers through the different means available.

9. **Commit the management team** to the achievement of objectives based on Safety, Health and Well-being, ensuring the establishment of corrective and preventive actions.

10. These fundamentals aim **to ensure working conditions** that allow the activity to be carried out safely, healthily and in commitment to the environment, hence the importance of their knowledge and compliance.

Approved by:

Mariano Lorenzo Marcos
Managing Director

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