

# HEALTH AND SAFETY POLICY



## OUR COMMITMENT

The FAES FARMA Group is committed to continuous improvement in the field of Occupational Health and Safety.

- By providing safe and healthy working conditions in all the environments where it operates.
- Complying with the requirements of the applicable regulations in each of the locations where it operates.
- Promoting health and well-being at work.
- Promoting the participation and consultation of employees and their representatives.



EDUARDO RECODER DE LA CUADRA  
Chief Executive Officer

## Health and Safety: Our Commitment

Leioa, 15 June 2025

## OUR PRINCIPLES

To ensure the implementation of the objectives set out in this Policy, we will guide our actions by the following principles:

1. Promoting leadership and a culture of health and safety at work.
2. Integrating Health and Safety into our activities, promoting awareness and understanding as drivers of change.
3. Promoting well-being and a healthy lifestyle beyond the workplace.
4. Identifying and assessing risk situations, with a view to taking corrective action to achieve safer working conditions.
5. To promote sufficient and appropriate training in health and safety to ensure the proper conduct of our activities.
6. To ensure that employees at Faes Farma are kept informed through their representatives, actively involving them in the management of occupational health and safety.
7. Verify compliance with legal requirements and the organisation's own standards, in order to set more ambitious health and safety targets.
8. Require our partner companies to comply with established safety standards by involving them in our occupational health and safety culture.
9. To develop, implement and periodically review the occupational health and safety management system, ensuring its continuous improvement.



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