

Occupational Health and Safety Policy

At DEM – Deutsche E Metalle A.G., we consider safety, occupational health and environmental care to be fundamental pillars of our management. We are committed to creating and maintaining a safe and healthy working environment for all our employees, contractors, suppliers and visitors.

Guiding Principles

Legal and Regulatory Compliance

We are committed to complying with all current legislation on occupational health, safety and hygiene, as well as other requirements we have voluntarily signed up to, including international standards applicable to the mining sector.

Risk Prevention and Continuous Improvement

We proactively identify, assess and control the risks inherent in our activities, promoting the prevention of accidents, occupational illnesses and damage to the environment. We foster a culture of continuous improvement in our safety processes and practices.

Participation and Shared Responsibility

Safety is everyone's responsibility. We encourage active participation by our personnel, promoting commitment, continuous training and ongoing consultation to raise awareness and foster shared responsibility.

Planning and Training

We provide regular training on safety and hygiene, the correct use of personal protective equipment (PPE), safe working practices and emergency preparedness, ensuring that every worker is able to act with judgement and responsibility.

Monitoring, Control and Auditing

We establish internal control mechanisms, audits and periodic reviews to ensure compliance with policy, operating procedures and applicable standards.

COMPANY HEALTH AND SAFETY POLICY

In order to successfully prevent accidents on site, it will be necessary for all those involved in the construction process to collaborate, establishing the following concepts as our Health and Safety Policy:

- The main objective of Health and Safety at Work is to protect the health of workers and prevent, reduce or eliminate risks in the various workplaces.
- The performance of tasks shall comply with current regulations and specific prevention standards, maintaining adequate safety and working conditions.
- Personnel at all levels, especially on site, shall demonstrate an attitude that inspires their subordinates with basic safety ideas, awakening and maintaining interest in preventive measures.
- Employees are provided with personal protective equipment (PPE) suitable for the tasks they perform, if necessary.
- Personnel shall receive information and training on the risks to their health and safety regularly, attending and collaborating in the training programmes provided.
- Machinery, equipment and tools to be used shall be fitted with the appropriate protective devices; they shall be kept in good condition and repaired or replaced when defective or worn. They shall be used in accordance with safety requirements and standards.
- There shall be intercommunication between all staff in order to report as soon as possible any abnormality that may pose a risk to their health and safety, with the company providing the greatest possible support for preventive action in all its forms and scope.
- Compliance with this Health and Safety Policy is binding on all members of the company, regardless of their position or role.