BAIKOR

COMPANY POLICIES · EDITION NOV. 2026

OCCUPATIONAL HEALTH AND SAFETY POLICY

One of the top priorities of BAIKOR's management is to guarantee the health and safety of everyone who works in the company. To achieve this, management is committed to:

01 Develop and implement an occupational risk prevention management system, integrated into the overall management of the company and focused on prevention (reducing or eliminating the risk of accidents and occupational diseases), thereby improving the quality of life of everyone in the company.

02 Strictly comply with applicable occupational health and safety legislation and with any other requirements the organisation subscribes to.

03 Continuously improve the effectiveness of the occupational risk prevention management system.

04 Ensure that every person in the company takes part in and integrates risk prevention into their work as one more function, with the same responsibility as their other duties and standards. To this end, management is committed to:

- **4.1** Provide the training, information and resources needed for the occupational risk prevention management system to work properly.
- **4.2** Communicate this policy to all employees and work to achieve the participation of everyone in the company, including subcontractors.
- **4.3** Make continuous improvement part of working conditions and of the quality of life of everyone in the company.

Management will ensure that these principles are known and understood by everyone in the organisation and applied in all its activities, and that the policy is deployed through annual objectives. Management will periodically review this policy to ensure it remains relevant and appropriate to the company.

IÑIGO GOÑI
Managing Director
Arbizu, 10 November 2026