

OCCUPATIONAL HEALTH AND SAFETY POLICY

From its inception, Cables de Comunicaciones Zaragoza S.L. has remained dedicated to the well-being, health, and safety of its employees, freelancers, and individuals from other companies collaborating with us during their professional activities within our workplace, contributing to the achievement of our production goals.

In order to enhance this commitment, Cables de Comunicaciones Zaragoza S.L. hereby establishes and agrees to the following updated policy:

Compliance with Legislation: Comply with current legislation on Occupational Health and Safety.

Continuous Improvement and Preventive Practices: Ensure a sustainable and productive system through continuous improvement and best preventive practices aligned with the fundamental principles of the Health and Safety at Work Act. Maintain transparency in management, efficiently allocating resources to fulfill and review established management objectives and targets.

Communication and Understanding: Foster a culture of continuous improvement by ensuring full comprehension and implementation of the system by all personnel. Engage employees, customers, users, suppliers, and the corporation in promoting and understanding this policy.

Occupational Health and Safety Management System: Involve all hierarchical levels of the company, including executive bodies and employees.

Employee Health and Safety: Guarantee the health and safety of employees through comprehensive training on general and specific workplace risks. Prioritize mental health by incorporating awareness programs and support mechanisms.

Employee Responsibility: Involve all employees in occupational health and safety responsibilities. Ensure compliance with guidelines and regulations established by the company. Emphasize that working safely is a condition of employment, and any breach of regulations affecting people's health is considered a serious offense.

Priority Goals:

- Prioritize mental health by fostering a supportive workplace culture and providing resources for mental well-being, developing two annual mental health activities
- 25 % Reduce work incidents through ongoing risk assessments, proactive safety measures, and employee involvement.
- 10% Increase safe training initiatives to enhance employee knowledge and awareness of potential hazards.

By implementing and adhering to these updated policies, Cables de Comunicaciones Zaragoza S.L. seeks to foster a safer, healthier, and more supportive work environment while addressing the specific priorities of mental health, work accident reduction, and safe training increase.

This Policy is communicated and disseminated internally and externally to all Cablescom stakeholders, especially its employees and business partners, as well as publicly through its website.

Channels of complaint and non-compliance

All Cables de Comunicaciones and its value chain who have knowledge or reasonable suspicion of any breach of the commitments made in this Policy must report it through the channels provided for this purpose.

Cables de Comunicaciones, SL undertakes to review this Policy periodically (12 months), adapting it to any new requirements that may arise, as well as to communicate, make all members of the organization and suppliers understand and comply with it.



Mr. Eddie Wang
Chair of the Board of Directors
September 1st, 2023