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|  | HIGH LEVEL POLICIES SET | Code | IMS_POL_HL_001 |
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| | | Page | 1 1 |

HEALTH & SAFETY POLICY

In CELEO we prioritize Health and Safety over any other requirement, both in the performance of our own employees, and that other carried out by our interest groups.

Our core Health and Safety principles are:

Injury and health damage prevention

- We execute tasks in a controlled manner and only under safe conditions.
- We ensure dignified, safe and healthy working conditions, preventing injuries and health damages.
- We identify, analyze, evaluate and implement controls to eliminate hazards and reduce risks associated with our processes and activities, in order to improve the working conditions.
- We prohibit any activity where there is an unevaluated or uncontrolled risk.
- We comply, and make our stakeholders comply, with all standards, protocols and/or internal procedures defined by our company to ensure safe working conditions, the correct use of personal protection elements, equipment, tools and/or vehicles used during the activities.
- We guarantee the right of the employee to refuse carrying out activities in serious and imminent risk situations.

Culture of Prevention

We develop a strong culture of prevention to reach high health and safety standards at the workplace.

Consultation and participation

- We establish processes for the consultation and participation of our employees, their representatives and our stakeholders, regarding the development, planning, implementation and evaluation of our performance for the improvement of the management system.
- We provide the institutional structure, time, training and the necessary resources to facilitate the effective consultation and participation of our workers and stakeholders.
- We ensure timely access to clear, understandable and relevant information about our management system.

Compliance with requirements

- We comply with any legal or other applicable requirements related to our services and activities.

Continuous improvement

- We set objectives and are committed to the continuous improvement of health and safety processes at all levels of our organization to achieve better, stable and controlled working conditions that contribute to increase safety, health and job satisfaction of our employees.

Zero tolerance

- We apply the principle of zero tolerance regarding Health and Safety violations among our employees and other stakeholders.