

**PINCASA** has been providing surface finishes to metal parts since 1983, giving us unique experience in the sector. Furthermore, we have one of the largest and most robust cathodes facilities in Europe, guaranteeing that our finishes exceed the most demanding tests and meet our clients' expectations for quality and service. A safe and healthy work environment is a top priority for the company.

## PRINCIPLES

**PINCASA** is committed to developing an occupational health and safety policy based on the following principles:

- Integrating safety and health into all company activities and decision-making as a permanent and priority objective of continuous improvement of working conditions aimed at caring for the well-being and protection of workers, as well as preventing material damage and reducing absenteeism.
- The safety, health, and well-being of employees is a shared task and responsibility at all levels that requires everyone's commitment, complying with established procedures, rules, and guidelines, and contributing possible improvements to make their jobs safer every day, avoiding and minimizing risks to people's safety and health.
- To comply with legislation and extend our safety and health principles in all countries where PINCASA operates.

## COMMITMENTS

**PINCASA** draws inspiration from our Corporate Values and our commitment to society:

**To develop** our products and processes with **efficiency and a commitment to the safety**, health and well-being of people; in no case is activity prioritized over safety.

**To ensure** adequate **resources** and training for the proper functioning of the Integrated Occupational Risk Prevention Management System, defining and communicating the objectives in preventive matters and the measures to be adopted to achieve them through appropriate mandatory rules, instructions and procedures.

**To define** safety and health **objectives, roles**, functions and responsibilities to improve the work environment, identify risk situations and promote responsible behaviors for the long-term health and performance of all employees.

**To communicate and share** our commitment to safety, health and well-being with all employees and interested parties: suppliers, customers, and other stakeholders. .

## PASSION FOR EXCELLENCE

**PINCASA**, through the integration of our employees, machinery, technology, and management systems, is committed to establishing health and safety measures and objectives that continuously seek to:

- The continuous improvement of our processes, products and services to reduce occupational safety and health risks
- the prevention of work-related incidents and accidents, as well as work-related illnesses.
- to guarantee preventive fire protection and proper emergency management
- to offer safe work equipment, provide personal protective equipment to our staff, offer ergonomic workplaces and promote the safe use of chemicals.
- compliance with applicable requirements, standards and regulations

The management is convinced that this is a worthwhile effort and we thank you in advance for your participation and support in making this Policy a reality that we will undoubtedly be proud of.