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CORPORATE OCCUPATIONAL HEALTH AND SAFETY POLICY

1. OBJECTIVE

Establish the guidelines that ensure the management of occupational health and safety so we can prevent accidents and occupational diseases, in order to protect the life and health of our employees, contractors **and visitors**.

Also, we want to promote and maintain a culture of occupational health and safety as a value and principle of action that is reflected in compliance with the regulations established in the laws of the countries in which we operate.

2. SCOPE

To all collaborators and our facilities, including those who carry out activities requested outside our facilities (including our collaborators, contractors, and visitors) **in Corporación Aceros Arequipa and its subsidiary companies in any country**.

3. REGULATORY OR REFERENCE FRAMEWORK

We comply with all legal regulations related to Occupational Health and Safety, such as:

- Law No. 29783 Law on Safety and Health at Work and its amendments.
- DS 005-2012 TR Regulation of the Law on Safety and Health at Work and its amendments.
- DS 42F – Industrial Safety Regulations.

Our occupational health and safety management model also considers elements suggested by:

- The Occupational Health and Safety Management Standards OHSAS 18001:2007 and ISO 45001:2016.
- Occupational Safety and Health Principles, World Steel Association Guidebook, 2013.

4. DEFINITION

- **Occupational Health and Safety (OSH):** Occupational health and safety aims to apply measures and carry out the necessary activities for the prevention of work-related risks. It is built in a suitable work environment, with appropriate working conditions, where collaborators can carry out their activities normally and where their participation is possible for the improvement of health and safety conditions.

- **Work Accident:** Any sudden event that occurs due to or on the occasion of the work and that produces an organic injury, a functional disturbance, disability or death to the collaborators. An occupational accident is also one that occurs during the execution of the employer's orders, or during the execution of work under his authority, and even outside the place and hours of work.

- **Risk prevention:** It seeks to promote the safety and health of employees by identifying, evaluating and controlling the hazards and risks associated with their work environment, in addition to promoting the development of activities and measures necessary to prevent risks arising from work.

- **Occupational risk:** These are the possibilities that a collaborator suffers an illness or an accident related to their work. Thus, among occupational risks are occupational diseases and occupational accidents.

5. GUIDELINES

5.1. In the comprehensive occupational health and safety management of Aceros Arequipa, the following principles and application criteria are considered:

- a. PREVENTION:** We guarantee the establishment of the means and conditions that protect the life, health, and well-being of the collaborators, and of those who, not having an employment relationship, provide services or are within the scope of the work center.

For this purpose, it considers social, occupational, and biological factors, differentiated according to sex, incorporating the gender dimension in the evaluation and prevention of occupational health risks.

b. RESPONSIBILITY: We assume the economic, legal, and any other implications as a result of an accident or illness suffered by the collaborator in the performance of their duties or as a result of it.

c. COOPERATION: We, the collaborators, and the trade union organizations establish mechanisms that guarantee permanent collaboration and coordination in matters of safety and health at work.

d. INFORMATION AND TRAINING: Employees receive timely and adequate information and preventive training from us before carrying out their tasks, with emphasis on what is potentially risky for the life and health of employees and their families

e. INTEGRAL MANAGEMENT: ***Occupational health and safety management is integrated into the general management of the company. We establish priorities and action plans to meet our commitments. We set quantitative goals that allow for the improvement of our SSO performance metrics. Our management system continuously improves through the participation processes of our collaborators, the inclusion of new standards, national and international safety regulations and others that are relevant to our management.***

f. COMPREHENSIVE HEALTH CARE: Employees who suffer an accident at work or occupational disease are entitled to the necessary and sufficient health benefits until their recovery and rehabilitation, ensuring their reintegration into the workforce.

g. CONSULTATION AND PARTICIPATION: ***We promote the participation and consultation mechanisms of the collaborators, through the OHS committees, in the management of occupational health and safety.***

h. PRIMACY OF REALITY: We, the collaborators and our representatives, provide complete and truthful information on safety and health at work. If there is a discrepancy between the documentary support and reality, appeals are made to the competent authorities who will opt for what is verified in reality.

i. PROTECTION: We ensure that:

- The collaborator develops in a safe and healthy environment.
- The working conditions are compatible with the well-being and dignity of the collaborators and offer real possibilities for the achievement of personal goals.

5.2. Employees are our most important asset; therefore, we respect the physical integrity and health of our employees and those of our contractor companies, providing a suitable work environment and an organizational culture based on continuous improvement, always seeking the well-being of employees and providing a safe and healthy environment.

5.3. All accidents and illnesses can and should be prevented.

5.4. Injuries and illnesses should not be considered a normal part of our company. In this sense, proper risk management will allow us to prevent occupational accidents and illnesses. Likewise, the investigation of accidents and knowledge through the lessons learned will prevent their recurrence.

5.5. Safety and health are the responsibility of Senior Management and are above production, productivity or costs.

5.6. The General Management of the company is the one who leads the safety and health of the collaborators, prioritizing any other interest.

5.7. It is the responsibility of management, headquarters and supervision, the performance of safety and health at work.

5.8. It is extremely important that Managers, Superintendents, Chiefs and Supervisors systematically lead health and safety initiatives. Likewise, this guideline is made visible through the performance indicators regarding its preventive and corrective management.

5.9. The commitment and training in occupational health and safety issues of the collaborators is essential.

5.10. Employees and contractor companies must be permanently involved in the prevention of injuries and illnesses. Through adequate training in safe practices, everyone will develop behaviors that guarantee safety in all processes, protecting themselves and their colleagues.

5.11. Working safely is an essential condition, safety and health at work must be integrated into all processes and areas of the company and in decision making.

5.12. It is the responsibility of each collaborator to understand and comply with all the health and safety standards defined in the processes. All employees are authorized to stop any work or process that is unsafe or that may affect their health, in coordination with their supervisor or immediate boss.

5.13. Excellence in occupational health and safety contributes to excellent business results.

5.14. Committing employees and contractors to occupational health and safety contributes to better company results. Likewise, the prevention of accidents and illnesses creates a competitive advantage by having our collaborators in a workplace in optimal conditions, without loss of time due to inactivity, zero costs due to accidents, elimination of investigation times and improvement of the work environment by environments. insurance.

6. VALIDITY AND DEROGATIONS

This Policy will be reviewed and updated when the responsible management identifies any substantial change in its content.

This Policy was approved at the Board meeting on July 20, 2017, and modified on June 30, 2022, and is effective from the date of its approval.

