

## **SAFETY, OCCUPATIONAL HEALTH AND WELFARE POLICY**

The commitment of Alpiq Energía España SAU (hereinafter, Alpiq or the Company) to the Health and Safety of its employees and collaborators, to the establishment of safe and healthy working conditions for the prevention of injuries and deterioration of health, to the promotion of preventive practices, is a fundamental part of its Company Project and takes precedence over the achievement of the rest of its business objectives.

This commitment is set out in the following principles:

- The safety, health and well-being of all those who work in Alpiq, as well as in its collaborating companies, is the responsibility of both the Company's Management and of each and every one of the employees and collaborators, in the performance of their activities.
- The activities related to the maintenance and improvement of safety, occupational health and welfare conditions will be reflected in the Company's Management System, so as to ensure that they are perfectly integrated in the development of daily activities.
- All management measures to be adopted will be based on continuous improvement, risks will be periodically evaluated, appropriate plans will be deployed, objectives and targets will be set, and their achievement will be measured.
- Workplaces and activities will be designed and occupied in the most convenient way possible to minimize risks to people's health and safety. Likewise, facilities will be provided with adequate conditions, paying attention to ergonomics, cleanliness and accessibility.
- Consultation and participation of workers and workers' representatives in the decision-making processes related to the management system for Safety, Health and Welfare will be guaranteed.
- Regular training will be provided on occupational health and safety issues, both to Alpiq employees and to employees of collaborating companies, disseminating the principles set out in this policy.
- Compliance with the legal requirements and the Occupational Health and Safety regulations in force in all applicable areas will be ensured, paying special attention to the design and implementation of emergency plans (PAU).

This policy has been approved by the Alpiq Management Committee on 20/06/2023.



Paula del Castillo

Alpiq Energía España, S.A.U