



OCCUPATIONAL HEALTH AND SAFETY POLICY

TABLE OF REVISIONS
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- ☒ Controlled Copy      Responsible: RESP. SYSTEM
- ☐ Uncontrolled Copy
- ☐ Document Obsolete      Date: 09/06/2025

<b>Prepared and revised by:</b> RESP. SYSTEM	<b>Approved by:</b> CEO
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## 1. PURPOSE

The Occupational Health and Safety Policy at MEINS CONSULTING S.L.U., hereinafter MEINS, is a fundamental pillar for the development of our business activity.

Among our main commitments is to ensure the safety and health of our workers and to this end, we provide all the means we have at our disposal that allow us to make our activity a healthy and safe job.

Furthermore, MEINS promotes a safe work culture in which all workers, both at MEINS and those of other companies that may work at one of our facilities, can carry out their work in a safe manner. In addition, MEINS is coordinated with the competent health and safety authorities to ensure compliance with the applicable legal requirements.

The purpose of this Policy is to specify and develop MEINS' commitment to the Occupational Health and Safety of its employees. Maintaining care towards employees as the basis of our culture, the company has developed this Policy, based on the Occupational Risk Prevention Plan in order to preserve the integrity of its entire workforce, as well as promote a healthy and safe work environment taking into account physical as well as psychosocial factors.

All our policies and internal regulations are framed within the current regulations, applicable in each case.

## 2. SCOPE OF APPLICATION

This Policy applies to all MEINS employees, within all hierarchical ranks, as well as to any other person or entity that has a close or permanent collaboration relationship with the company.

MEINS shall ensure that suppliers, customers or business partners are made aware of this Policy and its principles, so that compliance with them extends to all of the company's stakeholders.

## 3. PRINCIPLES OF ACTION

The company undertakes to follow the following general principles of action regarding health and safety:

- Develop its activities considering the safety and health of people as essential values. All levels of the organization are responsible for health and safety at work. We promote a culture of individual and collective responsibility, in which every employee feels empowered to identify and address occupational risks and we encourage the active participation of our employees in promoting a safe and healthy working environment.
- Achieve a safe working environment by identifying, assessing and controlling occupational hazards in all work performed, as well as taking a proactive approach to preventing accidents and work-related illnesses.

- Ensure that the actions carried out by the company comply with the applicable legislation in force on occupational health and safety, as well as with other additional requirements assumed as its own.
- Advance continuous improvement in occupational health and safety management and the prevention of harm and health deterioration. We are committed to continuously seeking opportunities to improve our performance.
- Inform through open and transparent communication of all aspects related to health and safety. All employees shall be trained on the risks inherent to their work and on the measures to be adopted for its correct prevention, to allow the development of this Policy. We value the exchange of information and suggestions to strengthen our commitment to safety and health.
- Allocate the necessary resources and adequately plan their use in order to achieve the objectives set.
- Advance in the inclusion of the gender perspective in the different areas of preventive activity.

We expect everyone's commitment and cooperation to ensure a safe and healthy work environment for all.

#### **4. OVERSIGHT AND DISSEMINATION**

Compliance with this Policy shall be overseen by the Executive Management, through the Health and Safety Committee, which shall ensure that all employees and managers are aligned with the principles of this Policy and act accordingly.

The dissemination of this Policy, like the rest of MEINS policies, shall be done by distributing it to employees as part of the initial training package. In addition, it shall be posted on the notice board where it shall be available for consultation by all employees and can also be consulted by any of our stakeholders at [www.meins.es](http://www.meins.es).

#### **5. APPROVAL AND UPDATING**

This first Occupational Health and Safety Policy has been approved by the Executive Management of MEINS on 09/06/2025.

This Policy shall enter into force on the next business day following its approval by the Executive Management. It shall remain in force until it is amended or repealed by a later policy. Exceptions to the provisions of this Policy shall be dealt with and approved by the Executive Management of MEINS.

This document shall be reviewed periodically and based on organisational, legal or business changes that may occur from time to time, in order to maintain its applicability, relevance, and effectiveness. In the event of any changes to it, these shall be communicated and published in the same manner as this Policy.