



# Health and Safety Policy

Gestamp Automoción, S.A.

February 24<sup>th</sup>, 2021

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## 1. Commitment

According to the provisions of the Regulations of the Board of Directors of Gestamp Automoción, S.A. (the “Company”), it is the responsibility of the Board to define and promote the general policies and strategies of the Company and its group (“Gestamp Group”).

The objective of this policy (the “Policy”) is to define the commitment and principles that the Gestamp Group must assume in the context of the health and safety of its employees.

In Gestamp Group we are committed to providing our employees and other companies working on our premises a safe and healthy work environment.

We believe that health and safety means not only having facilities and equipment in good condition, but also committed people who respect the rules and put prevention first before anything else.

Any Gestamp employee or staff from external companies must know and follow the rules, instructions and procedures on health and safety in force at their workplace.

In addition, people with employees in charge should ensure that they have the training and information necessary and the relevant qualification before starting work. Within the scope of his or her responsibility and in accordance with the policies of the Group and of their workplace, he or she should strive to improve health and safety conditions and to implement the efficient management of occupational risks promoting responsible behaviours and fostering the health and performance of all employees in the long term.

We count on an innovative management system, *Gestamp Health & Safety System*, implemented in 100% of our perimeter, integrated at all organizational levels, with all departments involved and with the support of Regions, Divisions and Corporate. Said system allows us to measure health and safety performance both in working conditions and in the management carried out in each of our facilities. This system provides a standard to follow in new projects or modifications and also acts as a compilation of our knowledge obtained during all the years of existence.

## 2. Principles

The principles of the Gestamp Group in terms of occupational health and safety that all its employees must follow, are the following:

- Health and safety issues must be integrated into daily tasks and decision-making both in the design phase of the plants themselves, of each facility to be used or of each piece of equipment, as well as during their operation for development of the activity
- Avoiding work accidents and occupational diseases is the ultimate goal of this Policy. It is achieved by avoiding and minimizing risks to people's health and safety. We therefore base continuous improvement and actions on risk analysis
- We comply with the legislation of all the countries in which the Gestamp Group carries out its activity. However, our internal health and safety Policy is the Gestamp Group standard, since it goes beyond what is required by law in most cases
- Risks that are important due to their seriousness, that is, those risks that may be the origin of a serious accident, must be avoided or minimized with technical measures

- The definition of appropriate standards and procedures, as well as training, are the way to control risks that have not been avoided
- In no case the activity should be put before safety

### 3. Compliance monitoring

In order to guarantee compliance with the Policy, the Gestamp Group counts on *the Gestamp Health and Safety Indicator (GHSI)*.

This tool, with effective scope in all work centers, centralizes the collection of information and periodically monitors good performance in terms of occupational health and safety, promoting improvements in the H&S system and ensuring that the path defined in this Policy is followed.

Likewise, GHSI helps to detect those points that could be improved and to extend and disseminate best practices in the field of occupational health and safety.

In addition, it is the function of the Audit Committee, in accordance with article 40 of the Regulations of the Board of Directors, to propose, supervise, review and ensure compliance with sustainability policies in social matters, such as this Policy.

### 4. Communication channels

The participation of all of us who are part of the Gestamp Group is essential. There are communication channels in each of the facilities, as well as an anonymous corporate mailbox so that anyone can send questions, suggestions and best practices. In this sense, the communications received through these channels are analyzed and attended to in a short period of time.

Likewise, through the *Gestamp Health and Safety System*, the creation of safety teams that are an active part in decisions related to occupational health and safety is promoted. These teams act as a link between the company and the workers and help in the communication of changes and news

Additionally, this Policy is available to shareholders, employees and other stakeholders on the Company's website ([www.gestamp.com](http://www.gestamp.com)) and its content is referenced in the Gestamp Group Sustainability Report.

### 5. Approval, supervision and updating of the Policy

This Policy has been approved by the Company's Board of Directors.

This Policy will be reviewed and updated, when necessary, to adapt it to the legal, social, economic or environmental reality of each moment. Any modification thereof will require the approval of the Board of Directors.