

Social, Health and Safety Policy

1 SOCIAL POLICY AND WORK CONDITIONS

Tecnova has adopted this policy, committing to respect the rules of work ethics, rejecting all conditions of inhumanity, exploitation, discrimination, and unhealthy environments.

Through this policy, the administrators publicly declare, both inside and outside the company, their intention to operate with efficient and transparent methods to ensure the continuous improvement of a socially and economically sustainable business management.

To this end, the company undertakes to comply with all national, international, and other applicable laws, as well as customer requirements. The parties involved commit to periodically reviewing this Policy, taking into account legislative changes and changes in codes of conduct, so that it integrates seamlessly into the organization.

The dissemination of knowledge relating to reference standards is promoted internally, to foster personnel participation. Within the company's objectives, both the working environment and the supply chain must guarantee compliance with the following requirements:

- Child and juvenile labor: rejection of the use of child and/or juvenile labor in the company's production cycle, with verification of the worker's age during hiring.
- Forced or compulsory labor: rejection of the use of forced or compulsory labor and prohibition of employing personnel against their will, or of resorting to any form of labor under threat or coercion; prohibition of charging workers recruitment fees or related costs.
- Health and Safety: full compliance with all mandatory requirements regarding occupational health and safety, managed according to company-specific procedures.
- Freedom of association and collective bargaining rights: respect for the right of all personnel to form, organize, or participate in unions of their choice, and to bargain collectively with the company without negative consequences or retaliation; respect for all obligations set out in the national collective agreement or sector agreements.
- Discrimination and harassment: the company does not engage in nor support any form of discrimination in hiring, pay, training access, promotion, termination, or retirement, based on race, nationality, social or territorial origin, caste, birth, religion, disability, gender, sexual orientation, family responsibilities, marital status, social background, political opinions, age, or any other condition that could give rise to discrimination. Sexual, threatening, or exploitative behaviors, gestures, language, or physical contact are prohibited.
- Disciplinary practices: the company does not engage in nor support corporal punishment, mental or physical coercion, or verbal abuse. Any disciplinary measures must comply with the law and the National Collective Labor Agreement.
- Working hours: compliance with rest days, weekly working time limits, overtime limits, and all other legal and contractual provisions on working hours.
- Remuneration: the company ensures wages are in line with employment contracts, current legislation, and the applicable National Collective Labor Agreement.

Tecnova undertakes to guarantee the utmost respect of all International, EU, National, and Regional rules and conventions, and their interpretations, regulating workers' rights, including any voluntary requirements signed by the company.

2 HEALTH AND SAFETY AT WORK POLICIES

In carrying out its activities, Tecnova considers human health, environmental protection, and workplace safety an essential duty.

The Management is committed to pursuing continuous improvement objectives in the field of worker health and safety, as an integral part of its activities and as a strategic commitment in relation to the company's general goals.

The company also intends to define, communicate, and disseminate to all staff, external collaborators, and partner companies, the objectives to be pursued in the field of accident prevention and control, for the protection of workers and the environment.

Commitments include:

- Compliance with legal regulations on safety and hygiene applicable to company activities and products.
- Providing safe and healthy working conditions for hazard elimination, accident prevention, and risk reduction.
- Promoting initiatives to prevent accidents that could compromise the safety of employees and neighboring communities.
- Providing the necessary resources to ensure good occupational safety practices.
- Raising awareness and informing all employees and external collaborators about the need to comply with applicable safety and hygiene rules.
- Training collaborators to act in abnormal and emergency conditions to minimize potential consequences.
- Continuously improving safety management, including risk identification and reduction objectives, aligned with development plans.
- Promoting transparent and collaborative relationships with public and private entities and local communities.