

ALUDEC, a company dedicated to the design, development and sale of elements for decoration and industrial inkjet marking, stamping, silk-screening printing, galvanic metallisation, and assembly of plastic and metal components for the automotive industry, has decided to implement a Health and Safety Management System that includes the commitment to provide safe and healthy working conditions to prevent work-related injuries and/or the deterioration of the health of our workers. This system also includes opportunities, which shall be integrated into all activities and decisions, both in the technical processes and in the work organisation and the conditions under which it is carried out, at all hierarchical levels. In this regard, the Company is committed to:

- Determine and comply with the legal requirements applicable to the organization, while maintaining and continuously evaluating their compliance with the established policy, objectives and programs.
- Improve the working conditions of its employees, as set forth in our guidelines, by promoting the continuous improvement of behaviours and levels of occupational risk prevention at all hierarchical levels of the company, including contractors and collaborators.
- Encourage participation, awareness, information, and training, and promote consultation and participation across all personnel working for the organization.
- Establish, implement and maintain the processes to eliminate hazards and reduce risks to achieve the following goals of Occupational Health and Safety (OHS):
  - Eliminate hazards.
  - Replace materials, processes, operations or equipment for other less hazardous ones.  
Implement engineering controls and/or work reorganization measures.
  - Apply administrative controls, including training.
  - Implement collective protection measures and use of personal protective equipment.
  - Workstation ergonomic design.
  - Regular hygiene controls in order to detect, evaluate and eliminate pollutants.

- Define the time frames, resources and responsibilities necessary to establish and review the goals and objectives as regards OHS.
- Make public its OHS policy, reviewing and updating it periodically in order to ensure its effectiveness and control.

Ponte Caldelas on 02 March 2021

A handwritten signature in blue ink, appearing to read 'Ernesto Lumbreras Peláez'.

Ernesto Lumbreras Peláez (General Manager)