

OCCUPATIONAL HEALTH & SAFETY POLICY

The management of Calvera Hydrogen is constantly committed to strengthen the culture of Occupational Health and Safety throughout the company and to guarantee that employees always promote and ensure safe behaviour at work.

In Calvera, safety is integrated into all aspects of quality, both in products and services, and the Occupational Health & Safety policy involves the two production plants owned by Calvera.

The management of Calvera provides all the necessary resources to:

- Ensure a safe and healthy work environment for its employees, contractors and visitors, ensuring at all times compliance with legal requirements.
- Promote the training of employees in relation to the risks present in their work activities, so that they are informed and motivated to comply with all occupational health and safety requirements.
- Promote consultation and participation of employees and their representatives, as a fundamental tool for the continuous improvement of workers' occupational Health & Safety.
- Protect facilities and equipment to ensure adequate, safe and healthy working environment conditions, to prevent any occupational accidents and diseases.
- Be aware of all the health & safety hazards in each of the developed activities in order to eliminate them from the source, to protect the health of all workers and to prevent any damage to their health.
- Foster a Safety Culture in the company through prevention, participation, communication, safe behaviour and involvement of employees, external suppliers and other stakeholders in the field of Occupational Health & Safety.
- Establish a framework for setting Occupational Health and Safety goals.

The **guidelines** for occupational health & safety in Calvera are as follows:

1. **Safety** (health and hygiene at work) is an integral part of Calvera's activities, and it is evident in any decision taken.
2. **Security** is an **attitude and will, based on respect and compliance** with established procedures and instructions. The contribution to the continuous improvement of security is constantly evolving.
3. **Safety** is a natural part of Management's responsibilities, such as:
 - Ensure implementation of legal requirements.
 - Show visible and permanent personal commitment.
 - Promote training and information for its employees.
 - Control the work environment.

4. Always and in any situation, Calvera factories will take responsibility and manage Occupational Health and Safety with the ultimate goal of "Zero Accidents".
5. Safety at work is achieved through a systematic analysis of risks, as well as their assessment in any of the activities carried out by workers, contractors and visitors.
6. The main tools implemented by Calvera for continuous improvement in the prevention of occupational accidents and diseases are:
 - Investigation and analysis of accidents and incidents.
 - Safety Observations
 - Weekly and Quarterly Security Meetings
 - Measurable Occupational Safety and Health Objectives.
7. Maintain safety procedures and instructions in accordance with the risks involved, in line with the commitment to comply with the applicable legal requirements in the area of occupational health and safety, signed by the Top Management of Calvera.
8. No emergency situation, whether on-site activity or customer service, can put the safety and integrity of workers at risk.

Calvera ensures that this Occupational Health and Safety policy is available to all stakeholders of the company.



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