

OBJECTIVE

Provide a safe work environment that guarantees the integral development, maintaining at all times a culture of safety and well-being throughout our operation. To this purpose, we are committed to safeguarding the following guidelines and principles.

REACH

This is a global Policy that applies to each country in which Genomma Lab Internacional, S.A.B. de C.V., its affiliates, subsidiaries and related parties have operations. We are committed to all the environmental regulations dictated by the local authority where our operations have impact.

1. DEFINITIONS

CONCEPT	DEFINITION
SAFE WORK	How to act or proceed at work, indicating each step to be followed and the safety measures to be adopted.
RISK	Probability that a danger will materialize, causing illness or injury to people.
PREVENTION	All measures adopted or planned in the different stages of work activities to prevent or reduce risks at work.
HEALTH	A state of complete physical, mental and social well-being, and not just the absence of disease or illness.
MENTAL HEALTH	A state of well-being in which each individual develops his or her potential, can face the stresses of life, can work productively and fruitfully, and can contribute something to his or her community.
INCIDENT	A sudden unwanted event that happens for the same reasons as an accident, but it does not cause injury to people, damage to property, processes or the environment.
WORK-RELATED ILLNESS	Any pathological condition resulting from the continuous action of a cause that has its origin or reason in the work place or the environment in which the worker is committed to provide his/her services.

2. RISK MANAGEMENT

- To provide and maintain a safe and healthy workplace for our employees and contractors by mitigating risks, preventing incidents and occupational diseases.
 - To comply with the health and safety procedures established in our Environmental and Social Management System, as well as the applicable regulations in each country where we operate, in addition to considering international standards to achieve continuous improvement.
 - To identify, evaluate and manage safety and health risks and opportunities in the workplace.

3. PREVENTION CULTURE

We are aware of the importance of promoting a culture of prevention in the Company, as it can have a positive impact on the reduction of risks and fatalities in our installations, for which we are committed to:

- To develop a positive safety and health culture, focused on accident prevention in the Company.
- To raise awareness and provide health and safety training to employees, contractors, visitors and other people related to our business operations. Emphasizing the following topics:
 - Course for brigade members (first aid, evacuation, search and rescue, etc.)
 - Industrial Safety and Environmental Induction.
 - Industrial Safety, Occupational Health and Environment System (SSMA).
 - Maintenance of emergency equipment.
 - Warehouse safety and risk prevention.
 - Waste management.
 - Material handling and storage.
 - Protection systems and safety devices in machinery and equipment used in the work centers.
 - Preventive health and safety services in the workplace.
 - External course for Internal Civil Protection Unit.
 - External course for mobile equipment operators.
 - Course on applicable regulations.
- To provide and facilitate the necessary resources and working conditions to promote, train and supervise health and safety management.
 - To promote the use of existing communication channels to maintain an open and effective dialogue with our stakeholders.
 - To supervise and continuously improve the occupational health and safety management system.
 - To prevent and reduce health and safety risks in order to continue protecting the integrity of our collaborators, employees, contractors and visitors.

3.1 PREVENTIVE AND SECURITY RESOURCES

Ensure the proper contingency and emergency response plan, which due to the nature of the processes that could occur in our company's facilities, such as earthquakes, fires, explosions, spills and chemical emergencies. For this reason, we must consider developing the professional and technical skills of the employees that make up this response team, as well as the inspection and regular scheduled maintenance of the emergency equipment used for this purpose, such as fixed and portable firefighting equipment, as well as alarm and detection systems.

The developed plans should be regularly evaluated through exercises in different scenarios and conditions, in order to measure the capacity of response to any incident in a timely and effective manner.

4. EMPLOYEES AND CONTRACTORS

Our employees and contractors are responsible for:

- To comply with applicable labor regulations in the country where they operate.
- To give advice of any potential personal or third party risk.
- To participate in health and safety training plans.
- To use personal protective equipment correctly, taking into account internal safety procedures.
- To safeguard the safety of their coworkers, suppliers and third parties related to our operation.
- To participate in safety and health consultations in order to have a good feedback and improve the company's preventive measures.

5. PERFORMANCE INDICATORS

- **Occupational accidents:** This indicator is calculated by dividing the number of occupational accidents that occurred in a given period (numerator) by the average annual number of dependent workers in the same period (denominator).
 - It will be measured monthly, semi-annually and annually.
- **Severity rate:** Represents the number of days missed due to accidents occurring during the workday, per thousand hours worked.

- **Incapacidad Laboral:** It's an indicator that refers both, absences from work due, to sick leave and non-return due to permanent incapacity for work.
 - It will be evaluate for occupational accidents and/or occupational diseases on a month, semester and anual period.

This statement is aligned with our Integral Management Policy, and will be reviewed anually and communicated to all members of the company, with the ultimate goal of promoting responsible and correct behavior to safeguard the safety and health of each member of our team.



Marco Sparvieri
CEO
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