



# Health and Safety

## Global Policy



### OBJECTIVE

Provide guidelines to guarantee the safety and health of Sigma's employees, contractors, and suppliers, taking the appropriate measures to prevent and avoid accidents and damage to health.

### POLICY

Health and Safety are basic principles for Sigma, so it will be the Company's responsibility to apply them to all processes.

The Company must provide the means and resources to maintain safe working conditions inside and outside the facilities.

At Sigma we have a management system to detect, identify, evaluate, control, and prevent risks to achieve accident-free working conditions throughout the value chain.

This system also measures, monitors, and provides safety indicators.

This system includes the twelve best health and safety practices:

1. **Commitment:** we are responsible for maintaining safe operations. Through training sessions, we invite our employees to commit to safe practices, as well as to take care of their physical integrity and that of their colleagues.
2. **Safety policy:** we ensure that employees know, are familiar with and committed to follow Sigma's Safety Policies and Procedures.
3. **Trainings:** We have a broad training program that provide employees with the tools needed to perform their jobs safely and reinforce a culture of health and safety. In addition, we offer recommendations to promote health at home.

4. **Effective communication:** We continuously promote improvements to our operations' health and safety culture through different tools, including dashboards, sessions, and workshops.
5. **Motivation:** We recognize employees that display adequate health and safety practices.
6. **Defined roles and functions:** At our plants and Organizational Units, we have a structure that clearly defines the specific role each employee plays in the implementation of the Company's health and safety system.
7. **Managers' responsibilities:** We provide the necessary training and tools to plant supervisors and managers, as primary leaders for the implementation of the health and safety system across our operations.
8. **Leaders' responsibilities:** The Company leaders are part of the implementation and monitoring of the health and safety initiatives responsibility chain; ensuring that all tasks are performed safely.
9. **Risk assessment and performance standards:** We implement robust risk assessment tools and monitor all findings and recommendations closely. We adhere to laws regarding the protection of employees in every location in which we operate. Likewise, we have protocols in place designed to strengthen the safety culture based on best practices and our health and safety system.
10. **Incident investigation:** We employ the Company's procedures to manage incidents, identify and analyze the root cause of any related event, as well as the way in which we can strengthen our initiatives and trainings to eliminate potential risks. We use an online collaboration platform to share lessons learned across our operations.
11. **Validation of conditions and behaviors program:** We carry out frequent internal inspections at our operation sites. They help us validate the effectiveness of our health and safety practices and make recommendations when opportunities for improvement are identified. Finally, we ensure these recommendations are implemented.
12. **Key indicators, objectives, and reports:** We establish ambitious performance goals for our plants, which we measure and communicate through industry-standard key performance indicators.

Sigma promotes a culture of health and safety, generating concrete actions that foster the employees' participation and commitment for their well-being and that of their peers.

Sigma complies with all regulations, legal requirements, and existing norms regarding health and safety in every country in which we operate.



All employees, contractors and visitors have the commitment to look after their own well-being and that of others. They must perform all their activities safely and in compliance with Sigma's established health and safety norms, procedures, and regulations.

This Policy must be communicated under the following legend:

**“It is our Health and Safety commitment to guarantee regulatory compliance, high performance standards and a preventive and caring culture for those around us”**