

This policy applies to all activities carried out by Blendhub Sociedad Limitada and is communicated to all employees and made available to relevant interested parties.

Blendhub S.L. recognises that people are the fundamental element of the organisation and that protecting their health and safety is a strategic priority. Therefore, one of its main objectives is to achieve the highest standards of health and safety for employees and for any third parties who may be present at its facilities, as well as for those carrying out activities on behalf of the organisation, whether on-site or off-site.

In this context, Management establishes, implements and maintains an Occupational Health and Safety Management System in accordance with ISO 45.001:2018, based on continuous improvement and on integrating prevention at all levels of the organisation.

To this end, Blendhub S.L. undertakes the following commitments::

- We serve our customers while remaining committed to society, the environment and the health and safety of employees, complying with all applicable legal and regulatory requirements, as well as with any other requirements to which the organisation subscribes.
- We are committed to the continuous improvement of our products and services, processes and working conditions, providing safe and healthy working environments to prevent injury and ill health. This commitment is achieved through hazard elimination and risk reduction, ensuring that no activity is carried out without appropriate safety measures having been previously assessed. We also manage the risks and opportunities that may affect the organisation.
- All incidents, in particular accidents and any situation that may cause harm, are systematically investigated and managed in order to identify root causes, assess associated risks and establish effective measures to prevent recurrence.
- We establish effective channels for communication, consultation and cooperation with employees, customers, suppliers and other interested parties, encouraging their active participation in order to continuously improve our processes, products and occupational health and safety performance.
- We recognise that people are the most valuable asset of our organisation. Therefore, we promote their training, awareness and competence, ensuring their consultation and active participation in the development and improvement of the occupational health and safety management system.
- We carry out all our activities without compromising health and safety for economic or productivity reasons, ensuring that these values prevail in decision-making.
- We ensure that all employees receive the necessary information, training and resources regarding the risks inherent in their activities, as well as the applicable preventive measures, and that appropriate procedures are in place for the proper implementation of preventive activities.

Management assumes responsibility for leading and ensuring the implementation of this policy, as well as reviewing it periodically to ensure its continued suitability to the organisation's context and strategic objectives, communicating it to all employees and making it available to relevant interested parties.

