



OCCUPATIONAL HEALTH AND SAFETY POLICY GRUPO EMPRESARIAL COLOMBINA

For Colombina S.A the priorities are the protection of the life, health and safety of all its employees, contractors, suppliers and visitors. Our commitment translates into the application of the following principles:

- A. Promote responsible leadership in matters of safety and health at work at all levels of the organization.
- B. Manage prevention through the identification of hazards, evaluation and permanent control of the risks associated with our processes, ensuring continuous improvement.
- C. Promote the culture of prevention and self-care of safety and health at work in compliance with the premise "all occupational accidents and illnesses can be avoided".
- D. Comply with current legal regulations, internal procedures and commitments signed by the organization in terms of occupational health and safety.
- E. Support the strategic road safety plan with the defined actions to prevent incidents and accidents caused by mobility activities in our operation.

Compliance with this policy is mandatory at all levels of the organization, contractors, suppliers and visitors.



Objectives of the Occupational Health and Safety Management System

1. **Continuously identify, evaluate and control** the risks that may arise in all the activities carried out in our company and that indicate in the health and safety of our workers.
2. Develop **planning, execution, verification and control** activities for the improvement of the OSH Management System.
3. **Communicate and train** our employees, suppliers and contractors in order to create a culture to adopt safe behaviors and habits at work. Ensuring the active participation of the parties in the OSH Management System.
4. **Identify, update, communicate and verify** compliance with the legal regulations and applicable standards in the country, regarding health and safety at work, as well as the commitments signed by our company. Avoid fines for legal breaches in occupational health and safety.
5. Provide **ongoing support** to the strategic road safety plan and participate in the defined actions to prevent incidents and accidents caused by mobility activities in our operation.



Responsibilities of the Occupational Health and Safety Management System:

| Level | Responsibility | Frequency |
|--|--|--------------------------|
| Management Representative | 1. Formulate, review and approve by the Executive Presidency the OH&S Management System Policy | Annual |
| | 2. Review and approve the objectives and goals for the Annual OH&S Management System | Annual |
| | 3. Coordinate with the Business Managements, the allocation of human, logistical, and economic resources for the execution of the OH&S Management System | Annual |
| | 4. Carry out periodic general meetings at the Management level in which the indicators and monitoring of the OH&S Management System objectives are presented. | Quarterly |
| | 5. Promote the implementation of corporate programs aimed at generating a culture of accident prevention and self-care of the health of employees | Annual |
| | 6. Perform the periodic review of the OH&S Management System | Annual |
| Operations Managers | 1. Contribute to compliance with OH&S Management System policies | Monthly / On-going |
| | 2. Participate in the periodic general meetings of the Managerial level, supplying the information required of each business by the OH&S Management System | Quarterly |
| | 3. Execute security inspections periodically. | Monthly |
| | 4. Participate in the periodic review and audits of the OH&S Management System | Annual |
| | 5. Guarantee that any change or new process, product or similar that affect the safety or health of workers is done in a way controlled and aligned with OH&S Management System | When apply |
| | 6. Meet the objectives, and achieve the goals established in the OH&S Management System | Quarterly |
| | 7. Budget the resources of the SG-SST and ensure their insurance. | Annual |
| Director / Chief / Coordinator of Health and Safety areas at headquarters | 1. Contribute to compliance with OH&S Management System policies | On-going |
| | 2. Plan, design and verify compliance with the OH&S Management System strategies. | On-going |
| | 3. Attend internal and external audits on OSH. | Annual |
| | 4. Promote the creation of the Joint Health and Safety Committee in the work and meet the requirements and needs in terms of reports, statistics and follow-ups | Monthly |
| | 5. Participate and advise on OH&S Management System, whenever it is created or change a process, acquire equipment, services or the like that affect the safety or health of workers. | When apply |
| | 6. Advise on the accident / incident investigation process happened in the workplace and follow up on cases of occupational disease. | When apply |
| | 7. Verify compliance with the OH&S Management System action plans. | When apply |
| | 8. Coordinate the training and qualification of the processes and Industrial Safety and Preventive Medicine programs | Annual |
| | 9. Develop OH&S Management System inspection program. | When apply |
| | 10. Manage measurement of OH&S Management System indicators. | Monthly |
| | 11. Participate in the planning of activities defined in the company's strategic road safety plan | Annual |
| Process Leaders | 1. Contribute to compliance with OH&S Management System policies | On-going |
| | 2. Hold regular meetings with the staff in charge, on the OSH topics | Monthly |
| | 3. Carry out safety inspections of the area under your responsibility | Monthly |
| | 4. Lead the accident / Incident investigation process happened in your work area. | When apply |
| | 5. Guarantee that any change or new process, product or similar that affect the safety or health of workers is done in a way controlled and aligned with OH&S Management System. | On-going |
| | 6. Report dangerous conditions and / or equipment failures that can generate accidents or affect the health of the worker and manage your corrective action. | When apply |
| | 7. Ensure that all personnel in your area are trained in the Occupational health and safety standards, procedures and policies | When apply |
| | 8. Ensure compliance with safe practices in your area of influence. | On-going |
| | 9. Address requests, reports or requirements from the employees in OSH. | When apply |
| | 10. Comply with the recommendations issued by the specialist Preventive Medicine, in reference to the care of workers | According to programming |
| Employees | 1. Contribute to compliance with OH&S Management System policies | On-going |
| | 2. Know and apply all the regulations, procedures and instructions that affect their work in particular prevention measures and protection. | When apply |
| | 3. Report all incidents and accidents at work in a timely manner, both to his immediate boss and to the areas of Industrial Safety and Preventive Medicine (Production Plants) and Human Management (Districts). | When apply |
| | 4. Participate in OH&S Management System training. | When apply |
| | 5. Actively participate in the prevention of health risks and Security. | On-going |
| | 6. Provide clear, truthful, timely and complete information about your health condition | When apply |
| | 7. Report in a timely manner the presence of working conditions that may affect health and safety. | When apply |
| | 8. Use properly, according to its nature and risks foreseeable machines, devices, tools, dangerous substances, transport equipment and in general other means with which to develop their activity. | On-going |
| | 9. Properly use the facilities, work items, protective equipment and individual protection elements. | On-going |
| | 10. To be aware of and participate in the activities of the company's strategic road safety plan. | When apply |