



OCCUPATION HEALTH, SAFETY AND RISK PREVENTION POLICY

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OCCUPATIONAL HEALTH, SAFETY AND RISK PREVENTION POLICY

1. INTRODUCTION

At Onizea (Onizea Tech, S.L.) we are committed to the health and safety of our employees and stakeholders. We recognize the importance of providing a safe and healthy working environment to prevent work-related injuries and illnesses.

We have therefore established this Occupational Health, Safety and Risk Prevention Policy, based on the principles of the ISO 45001 standard.

This policy reflects our commitment to protecting and promoting the wellbeing of our team, as well as to preventing work-related injuries and illnesses.

2. SCOPE

This policy applies to all employees, contractors, visitors and other stakeholders operating within Onizea's premises or at any location where activities relating to our operations take place.

Our commitment to occupational health, safety and risk prevention extends to all areas of the company, from the office to remote working environments.

3. PRINCIPLES OF OCCUPATIONAL HEALTH, SAFETY AND RISK PREVENTION

Our Occupational Health, Safety and Risk Prevention Policy is based on the following principles:

1. **Committed leadership:** Onizea's management is committed to the health and safety of all employees and will provide the necessary leadership to ensure compliance with this policy.
2. **Participation and consultation:** We encourage the active participation and consultation of employees on all matters relating to occupational health, safety and risk prevention.
3. **Risk identification and assessment:** We identify and assess health and safety risks in the workplace and take measures to effectively eliminate or control these risks.
4. **Legal and regulatory compliance:** We comply with all applicable laws, regulations and standards relating to occupational health, safety and risk prevention, including ISO 45001.
5. **Continuous improvement:** We are committed to continuously improving our performance in occupational health, safety and risk prevention through the regular review and updating of our processes and practices.

4. OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT SYSTEM

At Onizea, we are committed to implementing and maintaining an Occupational Health and Safety Management System to ensure a systematic and effective approach to risk prevention and the promotion of health in the workplace. This includes:

1. **Risk identification and assessment:** We carry out regular risk assessments to identify potential hazards in the workplace and evaluate their impact on the health and safety of our employees.
2. **Risk control:** We implement controls and preventive measures to minimize or eliminate the identified risks, prioritizing safety in all work activities.
3. **Training and awareness:** We provide training and raise awareness on occupational health, safety and risk prevention for all employees to ensure they understand the risks and adopt safe practices.
4. **Incident investigation:** We carry out thorough investigations into workplace incidents and accidents to identify the underlying causes and take corrective action to prevent their recurrence.

5. RESPONSIBILITIES

It is responsibility of all Onizea employees to comply with this policy and to play an active part in promoting a safe and health working environment. Management will provide the necessary resources and support to ensure the effective implementation of this policy.

6. REVIEW AND UPDATE

This policy will be reviewed periodically to ensure that it remains appropriate and effective in preventing occupational risks and promoting health in the workplace.

7. APPROVAL

This Occupational Health, Safety and Risk Prevention Policy has been approved by Onizea's Executive Board and will come into full effect since the date of its publication.