



HEALTH AND SAFETY POLICY FOR LIFE

**Approved at ISA Board of Directors Meeting number 911
May 24, 2024**

OBJECTIVE

To declare the actions of ISA and its companies aimed at protecting the life and preserving the health of its own workers, contractors, and subcontractors, encouraging self-care and the application of good promotion and prevention practices, taking into account the characteristics of the economic activities of the businesses. To care for life is to honor our higher purpose of generating CONNECTIONS THAT INSPIRE.

DECLARATIONS

At ISA and its companies, we are convinced that our well-being is linked to everyone's well-being and that excellence is the result of the rigorousness with which we approach each act of life, which is why:

We promote safety and health as a strategic priority, providing the necessary resources and encouraging care for life.

We plan activities and manage risks, intervene in any unsafe condition or behavior, and stop work in the event of a life-threatening situation.

We recognize the importance of self-care. We value the participation and active communication of people to perform safely.

We incorporate in the processes the necessary measures for life safety and damage prevention, manage hazards and implement measures to minimize or eliminate them, through high standards for the safe operation of the business.

We ensure that all people have the skills and capabilities required according to their responsibilities to perform their work safely.

We promote the continuous improvement of occupational health and safety management systems. We verify and follow up through participation and consultation channels.

We foster a working environment for reporting errors, incidents, or risk situations without fear of retaliation. We manage lessons learned for life care and process improvement.

We abide by and respect the laws established in each of the countries where we operate, as well as the relevant conventions, agreements, treaties, and voluntary commitments that have been made and that remain in force.

ROLES AND RESPONSIBILITIES

The specific roles and responsibilities related to the application of this policy are those stated in the occupational health and safety management system or its equivalent in ISA and its companies.

Gabriel Melguizo Posada Interim CEO

The original policy is available in Spanish at the following link: <https://isaasprods-d87a26cb809c1f43d1f1-endpoint.azureedge.net/blobisaasprods27f2ae9b77/wp-content/uploads/2024/07/politica-sst-isa-202240523.pdf>