



HEALTH AND SAFETY AT WORK POLICY

SEM is committed to the development and implementation of effective systems, standards and practices for health and safety at work, in accordance with the risks inherent in its business aspects. The goal of this policy is to ensure a healthy and safe work environment and reduce the risk for employees, manufacturers, visitors, and other clients to which the activities of the company can have an impact, while at the same time providing quality and security of services to meet employee expectations.

The company's obligation to ensure a healthy and safe work environment implies compliance with the following principles:

- 1) Creating an environment in which health and safety risks are controlled in order to prevent injuries and professional diseases,
- 2) Compliance with all legal requirements and regulations and compliance with all applicable international standards through continuous improvements,
- 3) The implementation of effective programs for managing health and safety at work, which will be an integral part of ongoing business activities, with which:

- identify, evaluate and control the risks that are the common causes of injury and professional diseases, which are an integral part of the working environment,
- Ensure that all employees at all levels within an organization are familiar with the company's policy and practice in the field of health and safety at work and that they are committed to conduct it,
- Effective education programs and appropriate management at all levels within the organization develop employee competences in the field of health and safety at work,
- investigating the causes of accidents at work and professional diseases and take action aimed at their prevention.

Conditions to be met in the area of health and safety at work, align with other areas of business and ensure continuous improvement.