

OCCUPATIONAL HEALTH AND SAFETY GUIDELINES

1. Introduction

In IFS we recognize the importance of our subsidiaries to ensure safety and health at work, in order to promote the welfare of all its employees, customers and suppliers; strengthen the trust they place in our subsidiaries and thus take care of them.

The Health and Safety System of our subsidiaries seeks, beyond compliance with current regulations, the continuous improvement of their management.

2. Objective and Scope

The objective of these Guidelines is for our subsidiaries to respect and promote occupational health and safety, aligned not only with the regulations applicable to each subsidiary, but also with best practices.

The scope of the Guidelines includes employees, customers and suppliers of IFS subsidiaries.

3. Commitments

IFS subsidiaries shall ensure occupational health and safety in accordance with the applicable legislation in the jurisdictions in which they operate and undertake the following commitments to be reflected in their respective policies:

- a) Ensure the well-being of its employees, for which each subsidiary must have a program for the identification, control and prevention of hazards and risks.
- b) Comply with the applicable legal requirements related to occupational health and safety and integrate it with the other management systems of the company and in accordance with the International Conventions of the International Labor Organization.
- c) Review its programs and implement continuous improvements in order to ensure the health and safety of its employees, customers and suppliers.
- d) Promote a culture of prevention, for which each subsidiary must develop action plans that allow them to identify and address potential risks to reduce them and prevent future problems or risks that may affect health.
- e) Implement protocols designed and validated by specialists in order to be prepared to respond to emergency situations, accidents or incidents. To this end, each subsidiary must train, engage and involve all employees so that they are aware of and comply with the applicable standards.
- f) Ensure its procurement processes comply with occupational health and safety standards and homologate the suppliers of each subsidiary in order to ensure that their suppliers also have a safe environment.
- g) Verify, prioritize and evaluate the fulfillment of objectives through inspections, revisions and audits.

August 12, 2024
