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## OCCUPATIONAL HEALTH AND SAFETY POLICY

SOQUEM RECOGNIZES THE NEED TO PROVIDE ALL EMPLOYEES WITH WORKING CONDITIONS THAT ALLOW THEM TO PERFORM THEIR DUTIES IN AN ENVIRONMENT WHERE SPECIAL ATTENTION IS PAID TO THEIR HEALTH AND PHYSICAL AND PSYCHOLOGICAL WELL-BEING.

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**Worker health and safety** are an integral part of the organization's overall operations and **are considered to be as important as efficiency, quality and cost control.**

Consequently, health and safety are key concerns at all levels of company management.

By adopting this policy, SOQUEM seeks to:

- Encourage personnel at all reporting levels of the organization to incorporate industrial accident prevention into their activities
  - Foster greater individual and collective accountability among all employees and management personnel with a view to ensuring a safe environment and safe work methods
  - Eliminate and reduce at the source, as far as possible, risks to workers' health and physical and psychological well-being
  - Take the necessary steps to enforce the provisions of applicable occupational health and safety legislation and regulations
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