



**We value health and safety  
as a top priority**

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# Occupational Health and Safety Policy

June 2025

V2.1

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## Purpose

We envisage a work environment which ensures health and safety for all; an environment in which we collectively protect ourselves and our colleagues from injury; an environment in which we all look after our health.

We act to promote continuously health and safety issues, to ingrain the awareness for health and safety among our employees, contractors and partners and to strengthen the culture of accident prevention and health promotion in all our operations.

At all levels of our organization, we are committed to:

- continuously improve health and safety conditions at work, for our own personnel, contractors and visitors, identifying the hazards and mitigating risk in the workplace
- foster trust and collaboration to effectively address health and safety issues and promote safe behavior in all activities
- consult with our employees, contractors and cooperating third parties, encouraging their participation in improving health and safety at work
- manage Occupational Health and Safety (OHS) as a unified system of goals and desired outcomes, which promotes and ensures continuous improvement
- ensure compliance with local legislation, normative directives and other requirements related to OHS, as well as with the Group's Essential Rules, procedures and safety regulations
- define clear responsibilities and accountabilities, for meeting all OHS requirements

We call on all our employees, contractors and partners to support our company in the implementation of this Occupational Health and Safety Vision and associated Policy. We expect them to observe the safe work practices and operate in a way supportive of the high OHS standards developed and adopted by our company.

## Scope and Application

The Policy applies to TITAN S.A. and to the entities that it owns or in which it holds a majority interest.

The principles of the Policy are also expected to be applied by TITAN's partners and business associates, such as contractors and suppliers.

In implementing the Policy, we are subject to the laws of the countries in which we operate and we are committed to comply with all such applicable laws. Where our Policy, procedures and external commitments are more stringent than local laws, we operate in accordance with our standards.

Where local law prohibits us from upholding certain aspects of the Policy, we comply with these local laws while seeking to apply best practice.

## Your responsibilities

As a TITAN employee, you must:

- Look after your own health and safety and that of others
- Be fully aware of this policy and its purpose
- Know and observe the Group and Business Unit safe work rules
- Be aware of and closely follow the safe work procedures and guidelines in task preparation and execution
- Maintain up-to-date knowledge on H&S by participating in the relevant trainings
- Report any unsafe act, unusual condition or near miss
- Always look for any unmitigated hazards before you start a job.

## Occupational Health and Safety Management

### A. Governance

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The Group Executive Committee and its Chairman uphold the Occupational Health and Safety Policy, monitoring progress, plotting strategy and setting targets.

The whole management structure, down to field level, is accountable for the application of the policy in all its aspects and in all activities. In this, it is supported by the Occupational Health and Safety Organization, at Group, Region, Business Unit and site levels.

## **B. Guidelines and Procedures**

TITAN operations are supported by a wide range of guidelines and procedures on organizational and technical aspects of occupational health and safety (OHS). The guidelines and procedures are intended as specialized, task-specific supplements to the local legal or regulatory framework, which they supersede only if they define a higher OHS standard. The applicable guidelines can be found at “**Connections**”, the TITAN Group Intranet.

## **C. Training**

To facilitate better hazard identification, risk mitigation and accident prevention, training sessions are offered in all operations, maintaining awareness, refreshing existing and adding new knowledge.

## **D. Audit**

To monitor progress in Occupational Health and Safety performance, audits are conducted by Group HSE, and the Region and Business Unit OHS organizations. All issues identified are addressed in specific action plans, the effectiveness of which is systematically followed.

## **E. Data reporting**

All operations collect and report occupational health and safety data for progress monitoring and improvement planning purposes. Aggregated to Business Unit, Region and Group level the data support OHS analysis and planning at all levels of the organization.

## **F. Queries and Updating of the Policy**

Any questions about this Policy, should be addressed to Group Health Safety and Environment.

The Policy will be amended by the Group Executive Committee, when deemed appropriate, based on the experience gained and the evolutions of laws and jurisprudence.