



HEALTH, SECURITY, AND ENVIRONMENT (HSE) POLICY

1. PURPOSE

The purpose of this Policy is to establish Randoncorp's corporate guidelines regarding Health, Security, and Environment (HSE), ensuring that activities are conducted in compliance with applicable legal requirements and under conditions that prevent undesirable occurrences, directing efforts to provide a safe and healthy workplace and protect the environment.

2. APPLICATION AND COVERAGE

This policy applies to all employees, administrators, and third parties related to Randoncorp, its affiliates, subsidiaries, and controlled entities in which it holds full or partial ownership, as well as companies under common control.

3. REFERENCES

- ISO 45.001
- ISO 14.001
- Randoncorp's Code of Ethical Conduct
- Applicable legal requirements and technical standards
- HSE Manuals and Guides
- Sustainability Policy

4. DEFINITIONS

HSE: Health, Security, and Environment.

5. GUIDELINES

At Randoncorp, people and their well-being are values that take precedence over all other priorities. No emergency, production, or result should compromise their health and safety, and environmental protection.

According to our principles—"Safety and Quality, non-negotiable commitments" and "Profit with Sustainability"—the guidelines established herein aim to achieve excellence in HSE through a culture of prevention and a serious, priority-driven approach to risk management.

Prevention is our purpose and a core value that guides our decisions in creating a safe and healthy environment, reinforced through the "One Attitude Changes a Life" initiative and our environmental

commitment through Green Route. To uphold this commitment, Randoncorp has established the following HSE guidelines:

- Implement programs that promote the well-being and quality of life of employees, focusing on overall health
- Ensure legal compliance while using resources efficiently to achieve productivity and quality gains, and technological advancements.
- Strengthen a culture of prevention, engaging all employees, service providers, and suppliers in achieving zero serious accidents and sustainable resource use.
- Employ innovative technologies to control risks and impacts, enhancing efficiency, intelligence, and productivity
- Ensure the commitment to continuous improvement in processes and the HSE Management System through employee participation and training.
- Provide an open channel for reporting risk conditions, incidents, safe or risky behaviors, and/or personal situations that could affect safety and health, and reinforce the commitment to stopping unsafe activities.

All leadership must comply with the guidelines of this Policy and ensure their application in daily operations.

A safe and healthy work environment begins with a high level of commitment from everyone. Management plays a crucial role and must visibly demonstrate its commitment to HSE by setting an example and clearly communicating expectations and guidelines to all employees.

This Policy reaffirms Randoncorp's commitment to building a sustainable future for its employees and their families, customers, investors, communities, suppliers, service providers, and future generations.

6. PENALTIES

Any violations of this Policy and/or HSE standards and instructions are subject to disciplinary measures as outlined in Randoncorp's Sanctions Policy, as well as other penalties in accordance with applicable laws.

7. RESPONSIBILITIES

Board of Directors

- Approve the policy.

8. CONTROL INFORMATION

This Policy was approved by the Board of Directors on November 07, 2017, and became effective in November 2017.

Changes control:

Version	BoDM	Date	Effectiveness
1 st version	841	11/07/2017	11/07/2017
2 st version	869	03/14/2019	03/14/2019
3 st version	940	11/10/2021	11/10/2021
4 st version	981	12/14/2023	12/14/2023
5 st version	1002	03/19/2025	03/19/2025

Parties responsible for the document:

Responsible Party	Department
Prepared by	Health, Security, and Environment
Review	Risk Management and Compliance
Approval	Board of Directors

