



# SAFETY AND HEALTH AT WORK POLICY

August 2023



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## 1. INTRODUCCIÓN

Empresas Copec carries out its business activities in an environment where it seeks to encourage active cooperation with all stakeholders, both those who work internally and those who are linked from other positions, in order to relate responsibly and work for the social and human development of the country.

In particular, Empresas Copec is committed to health and safety at work; a commitment that implies compliance with current regulations in this matter; the identification, evaluation and control of risks present in the activities carried out, and the development of a participatory, systematic, programmed and ongoing occupational risk management, which allows for healthy and safe workplaces for its employees, including, where applicable, those of contractors and subcontractors that provide services through outsourcing.

The Safety and Health at Work Policy is the instrument that reflects the commitment of Empresas Copec's Administration to the well-being of its employees and, in turn, sets the objectives expected to be achieved through a Safety and Health program.

These principles guide the conduct of each member of Empresas Copec, so that the activities are carried out in accordance with high standards of corporate social responsibility, safety, transparency and reciprocal respect.

## 2. PRINCIPLES

It is a priority for Empresas Copec to create conditions for the development of all its members, promoting work environments based on safe work, respect, honesty, professional quality, training and teamwork.

In this context, it is a permanent goal of Empresas Copec to ensure the occupational health and safety of its employees, striving to continuously and progressively reduce operational risks. To this end, procedures must be in place to minimize the risks that are inherent to the activities, regularly evaluating performance across all processes, and timely adopting corrective measures as necessary, providing effective information, equipment for prevention and timely training on safety-related topics.

### 3. LINES OF ACTION

#### a) Facilities

Empresas Copec ensures a safe and healthy work environment, building safe workspaces for its employees and other people who visit its facilities, complying with laws, regulations and requirements on Occupational Health and Safety.

#### b) Culture and Training

The safe behavior of employees is a fundamental axis of work. Therefore, the aim is to strengthen, at all levels of the organization the incorporation of Occupational Safety and Health as an intrinsic value, promoting a culture of care and prevention.

Furthermore, in order to achieve world-class accident indicators and zero-fatality goals, the dissemination and development of the Occupational Health and Safety culture within the organization is assured, which includes establishing action plans and commitments for continuous improvement.

Thus, it is a task to train employees so that they can perform their work safely, as well as in matters related to risk prevention and occupational safety in general, implementing programs and protocols for the maintenance of facilities and the machinery and equipment used.

#### c) Integral health

In addition to seeking safety in terms of infrastructure and processes, Empresas Copec is concerned about the physical, psychosocial well-being and quality of life of its employees.

In this regard, implementing programs that address mental health and healthy living is of interest. The work environment is monitored, including factors such as noise, lighting, temperature, among others. Ergonomics in the workplace is considered, promoting a positive work environment and extending good practices to all areas of individuals' lives and their families.

### 4. ROLES AND RESPONSIBILITIES

The commitment to implement an occupational health and safety management system is the responsibility of Empresas Copec's Administration.

The active, vigilant and ongoing participation of the Joint Health and Safety Committee is essential and a priority for the effectiveness and application of the policy described above, as it is a technical working unit responsible for detecting and assessing the risks of accidents and occupational diseases that employees may face.

This Committee is composed of three representatives of Empresas Copec and three representatives of the employees, which grants it the highest relevance by legal mandate.

The functions of the Joint Health and Safety Committee are:

- Advise and instruct employees on the correct use of protective equipment.
- Monitor compliance, both by Empresas Copec and by the employees, with prevention, hygiene and safety measures, developing ongoing work and preparing programs in this regard.
- Investigate the causes of work accidents and occupational diseases that occur in the Company.
- Decide if an accident or occupational disease was due to inexcusable negligence of the employee.
- Indicate the adoption of measures to prevent professional risks.
- Fulfill other functions assigned by the respective administrative body.
- Promote the execution of training courses aimed at the professional qualification of the employees.

## 5. COMPLIANCE PROCEDURE

The Safety and Health at Work Policy is binding for the entire organization, including directors, senior executives, employees, advisors and outside collaborators.

Therefore, it is everyone's duty to bring to the attention of Empresas Copec's management or the Joint Health and Safety Committee any conduct, by action or omission, that is considered a violation of the principles of this Policy.

The Whistleblower Channel is confidential and operates through

- a) Website: <https://empresascopec.eticaenlinea.com>
- b) Regular mail addressed to:  
Mrs. Empresas Copec S.A.  
Person in Charge of Offense Prevention  
Av. El Golf 150, Piso 17  
Las Condes, Santiago
- c) Direct communication to the superior chief, who will refer the complaint to the Person in Charge of Offense Prevention.

## 6. VALIDITY

This Policy is effective as of August 31, 2023 and shall remain in effect indefinitely as long as the Company's Board of Directors does not adopt any other resolution to the contrary.

## 7. DISCLOSURE MECHANISMS

The full and updated text of this Policy is available for interested parties on the Company's website ([www.empresascopec.cl/en](http://www.empresascopec.cl/en)).