

OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT SYSTEM POLICY

The General Management of UZIVO S.A.S., committed to the integral protection of all its workers, contractors, subcontractors, visitors, and the environment, hereby establishes this Occupational Health and Safety Policy as a guiding framework for the implementation, maintenance, and continuous improvement of the Occupational Health and Safety Management System – OHSMS.

The organization commits to:

- **Protect the safety and health of all workers** by identifying hazards, assessing and evaluating risks, and implementing effective controls.
- **Prevent incidents, work accidents, occupational illnesses, and damage to property and the environment**, promoting safe and healthy working conditions.
- **Comply with current Colombian legislation on Occupational Health and Safety**, as well as any other requirements the company subscribes to.
- **Allocate the human, physical, technological, and financial resources necessary** to ensure the proper functioning of the OHSMS.
- **Promote the active participation of workers** in all activities of the system, fostering a culture of self-care and shared responsibility.
- **Ensure continuous improvement of the OHSMS** through periodic performance evaluation, review of results, and implementation of corrective and preventive actions.
- **Integrate occupational health and safety** into all processes, decisions, and levels of the organization.

This policy shall be communicated, published, reviewed, and updated when necessary, and will be available to all interested parties.

TO BE PUBLISHED AND ENFORCED



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