



CORPORATE POLICY: OCCUPATIONAL HEALTH & SAFETY

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1. Introduction

For MolyMet, ensuring the health and safety of our employees is fundamental to fulfilling our purpose of “creating value for the evolution of humanity, through products developed by people who think about the well-being of the planet.”

To this end, we have committed ourselves to achieving the highest possible standards of occupational health & safety (OHS), taking into account everybody at our company working together in developing these processes and activities, whether our own personnel or external workers.

2. Objective

Establish commitments for sustainable occupational health & safety management at MolyMet and its subsidiaries, as well as building a framework for defining the related objectives.

3. Scope

This policy applies to all processes and activities carried out at MolyMet and its subsidiaries, whether by our own personnel or external workers.

4. Responsibilities

Manager, Corporate Sustainability and Operational Excellence, Vice Presidency of American Operations: Responsible for annual updates and sharing the current policy.

General Managers / General Directors: Responsible for implementing and maintaining the current policy across Integrated Management Systems and at each of their respective subsidiaries.

5. Definitions

Injury and Health deterioration: adverse effect on the physical, mental or cognitive condition of a person.

Danger: a source with the potential to cause injury or health deterioration.

Risk: the effect of uncertainty

Legal and other requirements: legal and other requirements an organization has to comply with for legislation they must meet, or standards they choose to meet.

Management review: the process whereby top Molymet Management reviews OHS results and performance.

6. OUR COMMITMENTS

1. Legality

Comply with current and future legal requirements and others to which the company has voluntarily subscribed to in relation to OHS and sustainability, with a view to responding to the needs and expectations of all interested parties and going even beyond what regulations demand of us.

2. Safety

Provide safe and hygienic working conditions to prevent work-related injuries and deterioration of health, property and facilities and the environment, as well as providing the resources needed to achieve this.

3. Prevention

Prevent work-related injury and health deterioration by establishing, implementing and maintaining procedures to eliminate danger and reduce risk where controls and corrective actions are put in place to eliminate the cause of incidents, in this way contributing to the overall safety of people.

4. Leadership

Promote visible and consistent leadership, compliance with OHS protocols and policies, as well as safety awareness across all levels of the organization, considering innovation that allows us to establish a culture of occupational health & safety.

5. Training

Develop the capacity of our employees and leaders through training which fosters self-care, the ability to identify danger, and carry out their activities in a safe and healthy way, while, at the same time, not losing sight of operational excellence, product quality, taking care of the environment and the sustainability of our business

6. Goal Zero

Reach and sustain the goal of zero incidents with Injury / health deterioration because for us, a safe and hygienic working environment is non-negotiable.

7. OHS Management Programs

Set up OHS management programs aligned with the goal of zero incidents with injury / health deterioration, based on the highest international standards and adjusted to the nature and criticality of the risks present in our operation.

8. Participation and Consultation

Promote employee participation and consultation on OHS issues, driving two-way communication through our channels to encourage dialogue and exchange.

9. Continuous Improvement

Continuously improve our performance through periodic review of results, assessment of compliance with legal requirements, internal audits and management review. This involves establishing corrective measures to eliminate causes of incidents and non-conformities that arise, through an Occupational Health & Safety Management System adapted to the particularities of each subsidiary aiming to establish coordinated actions to achieve the objectives and goals.



JOHN GRAELL M. CEO

Molibdenos y Metales S.A.