

Health, Safety and Wellbeing Policy

Amara NZero Group

September 29, 2023

1. Introduction

The safety, health and wellbeing of Amara NZero Group ("**Amara NZero**") and its employees are fundamental aspects that are embedded in the Group's corporate culture and must be protected to ensure sustainable and responsible operations.

Recognising that people are the most valuable resource and that their health and wellbeing are a priority not only demonstrates Amara NZero's commitment as a responsible business to society, its workers and employees, but also helps to reinforce and spread its culture based on achieving objectives in a productive yet safe work environment.

By protecting the health and wellbeing of its stakeholders, Amara NZero also contributes to the third and eighth Sustainable Development Goals (SDGs) adopted by the United Nations.

2. Purpose and Scope

This Safety, Health and Wellbeing Policy (the "**Policy**") aims to define the principles that guide the Group's activities to achieve its objectives by protecting the health and wellbeing of people at work and to promote its preventive culture among all stakeholders.

The Safety, Health and Welfare Policy shall apply to all Amara NZero Group companies without prejudice to the approval of their own safety, health and welfare policy, which shall be aligned with the principles set out herein.

3. Principles of action

Amara NZero will develop its Safety, Health and Welfare Policy in accordance with the following principles:

GUARANTEE, as a priority over any other aspect, the fulfilment of legal requirements and internal and external safety, health and welfare criteria, demanding their fulfilment from its own staff and collaborating companies.

INTEGRATE effectively and at all hierarchical levels of the company, the criteria of safety, health and welfare in decision-making and in the development of activities.

ACTIVELY PROMOTE among the Group's companies compliance with the principles that inspire this Policy and the obtaining of certifications that accredit optimum performance in safety, health and wellbeing in accordance with the most demanding international standards.

ENCOURAGE the participation of workers directly and through their representatives in all aspects related to safety, health and welfare.

ENSURE the allocation of sufficient resources to enable the principles set out in this Policy to be effectively implemented.

IMPLEMENT and keep updated a Safety, Health and Welfare Management System based on continuous improvement to ensure compliance with the defined objectives, the elimination of damage or, where appropriate, the minimization of its consequences.

COMMUNICATE in a continuous and transparent manner, any risk situation or incident, regardless of its degree of criticality, for the adoption of control measures to prevent situations that may result in damage or accident.

LEAD by example at all times, regardless of the organizational level occupied, complying with and enforcing the principles set out in this Policy.

This Policy has been approved by the Board of Directors of Green Bidco, S.A.U., parent company of the Amara NZero Group, on 29 September 2023.