



Health and Safety Policy

At Morliny Foods, we believe that people are the key to the long-term success of our organization. Their commitment, competence, and everyday work shape our organizational culture and drive our business achievements. Therefore, providing a safe and healthy work environment is a core value for us—an integral part of our sustainable management approach and decision-making process.

We care about the health and safety not only of our employees but also of contractors, suppliers, visitors, and all other individuals who are part of our value chain. We understand the responsibility for ensuring safe working conditions in a broad sense—as a commitment to preventing accidents, reducing occupational risks, and promoting a strong safety culture at every level of our operations. Our actions in the field of occupational health and safety are based on collaboration, transparency, and continuous improvement—with full respect for applicable legal regulations and stakeholder expectations. Furthermore, this policy supports our reporting obligations under the Corporate Sustainability Reporting Directive (CSRD).

COMMITMENTS

1. Safe and Healthy Work Environment

A key element in delivering on this commitment is our occupational health and safety management system, implemented across all organizational units. This system is continuously maintained, developed, and improved based on operational data, applicable legislation, and industry best practices.

Our actions to protect health and life in the workplace include, in particular:

- Effective health and safety management – All activities and decisions are assessed through the lens of accident prevention, hazard elimination, and health protection.
- Strong organizational structures – At the corporate level, a dedicated team is responsible for health and safety, ensuring alignment and effective policy implementation throughout the company. Each site is supported by health and safety professionals who assist both management and employees in carrying out daily tasks safely.
- Providing professional safety resources across all organizational levels.
- Responsibility – All employees are expected to perform their duties safely, taking care of their own health and safety, as well as that of their colleagues and the surrounding environment. We expect active engagement in health and safety initiatives.



MORLINY FOODS

- Preventive actions – We conduct regular occupational risk assessments, implement control measures based on the hierarchy of controls, and carry out programs that support safe work practices.
- Goal setting and planning – We define measurable health and safety objectives and indicators that guide operational actions and support continuous improvement.
- Competency development – We deliver training, workshops, and educational programs that enhance employee awareness and knowledge related to hazard avoidance and emergency response.
- Active involvement – We encourage employee participation in improving working conditions, including through consultations, audits, and the reporting of improvements.
- Monitoring and auditing – We regularly assess performance and conduct audits to evaluate the effectiveness of our efforts, identify areas for improvement, and support management decisions. We also carry out regular management reviews to systematically evaluate the performance of the health and safety management system and implement improvement actions.
- Continuous improvement – We utilize information from monitoring, management reviews, incident analyses, and corrective and preventive actions to systematically raise safety standards.
- Regulatory compliance – We ensure full adherence to applicable national and EU regulations, as well as other voluntary commitments made by the company in the area of occupational health and safety.

2. Supply Chain Responsibility

- Suppliers are required to comply with our Supplier Code of Conduct, which includes occupational health and safety principles and standards.
- Suppliers are subject to regular assessments, based on risk category assigned through supplier evaluation process to monitor compliance and to identify and address any issues that may arise.

3. Transparency and Reporting

To report health and safety results in a transparent and reliable manner, both internally and to stakeholders, in accordance with accepted non-financial reporting standards. We report metrics, such as health and safety performance, in compliance with European Sustainability Reporting Standards (ESRS) and engage stakeholders, including employees, unions, and communities, through open dialogue and consultation through the DMA process.



Implementation and Accountability

This policy is embedded within our Occupational Health and Safety (OH&S) Management Systems and overseen by our ESG Committee. All employees, contractors, and suppliers are required to comply with the principles outlined in this policy. Progress is monitored through regular audits, employee feedback, and performance reviews, with findings reported to the Board of Directors annually.

Review

The company's policy will be reassessed at least once a year to reflect any updates in legislation, stakeholder expectations or operational changes.



Luis Cerdan

CEO Morliny Foods Holding Limited

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