

# Occupational Risk Prevention Policy

OPENSISTEMAS is a company with an international scope specialised in providing support, services and solutions based on open source technologies. The company specialises in technological consultancy, development and integration of solutions and support services offered in three lines of business: Solutions line, Managed Services line and Support line.

OPENSISTEMAS is aware that safety and the prevention of occupational hazards affects both the internal staff and the rest of the interested parties from customers, suppliers, for that reason through this policy guarantees the commitment acquired.

This policy, approved by the Board of Directors and subject to annual review, must be known and assumed by all members of the organisation and interested parties through the usual channels of communication, information and participation.

The Principles governing this Policy are:

- a) Risk avoidance.
- (b) Assess risks that cannot be avoided.
- c) Combating risks at source.
- d) The company proactively addresses occupational risks through prioritisation, implementation of action plans with measurable targets and ongoing monitoring to improve occupational health and safety.
- (e) Adapting work to the individual, in particular as regards the design of workstations and the choice of equipment and methods of work and production, with a view, in particular, to reducing monotonous and repetitive work and its effects on health.
- (f) Take in mind technical developments.
- (g) Substitute what is dangerous with what poses little or no danger.
- h) Planning prevention, seeking a coherent whole that integrates technique, work organisation, working conditions, social relations and the influence of environmental factors at work.

- (i) Ongoing monitoring and analysis is carried out to measure progress in reducing or preventing occupational health and safety problems and risks against previously set targets.
- j) The company shall carry out regular internal inspections to ensure compliance with occupational health and safety standards on company premises.
- k) We ensure that the contracted services comply with occupational risk prevention standards.
- (l) Procedures for inquiring about work-related injuries, health problems, illnesses and occurrences.
- m) Occupational Health and Safety (OHS) training for both employees and other relevant parties, with the aim of raising awareness and reducing health and safety incidents in the operation.
- (n) Adopt measures that put collective protection before individual protection.
- (ñ) Give proper instructions to workers.

In order for the aforementioned Principles to be properly developed, the Company's Management is actively committed to carrying out and supervising the specific actions developed in the Prevention Plan, the strategy of which is based on the following points:

1. The life, physical integrity and health of workers are rights whose protection must be a constant part of everyone's daily work.
2. People are the most important asset of our company, establishing a preventive policy towards a scientific, integral, integrated and participative prevention model.
3. All accidents, incidents and occupational illnesses can and must be prevented, and to this end, actions will be taken to raise the level of worker protection set by law, if necessary.
4. The line of command will assume and promote the integration of prevention in the production process, establishing as a basic principle that the best productivity is achieved with the greatest safety, as it must not be forgotten that the conservation of material and human resources is a fundamental element in reducing costs.
5. In order to promote safe conduct in the activities carried out, workers shall be provided with all existing information on the risks inherent to their work, as well as

the necessary training on the means and measures to be adopted for their correct prevention.

6. Similarly, the participation of all workers in issues related to risk prevention at work will be promoted, as they are the ones who have the most in-depth knowledge of the details of the tasks they carry out, and are therefore the best placed to contribute ideas on the safest way to carry them out.
7. In order to achieve an effective implementation of the occupational risk prevention policy, the necessary resources are allocated and their use is planned appropriately.
8. The commitment of the Management aims to go beyond the Documentary Requirement and tries to ensure that Prevention is not alien to the Productive Activity. To this end, responsibility in this field has been assigned to the line of command and to each of its employees in compliance with the Occupational Risk Prevention Regulations.

Finally, the Occupational Risk Prevention Policy must necessarily be translated into specific Objectives by the Company Management, which will be validated and verified by means of the validation mechanisms defined in the Occupational Risk Prevention Plan. These objectives are:

- All managerial staff ensure that the conditions of the workers in their charge are correct. To this end, they show interest and set an example as part of their role.
- The company promotes and establishes the necessary means for the communication of deficiencies and/or suggestions for improvement to be analysed and, if possible, implemented.
- The spirit of innovation and continuous improvement is fundamental for the future of our company.
- We establish channels for the exchange of information and cooperation between our staff and also with our customers and suppliers in order to continuously improve the way we select our supplies, carry out our work, manufacture our products and provide our services.

- We inform and train our employees about the risks inherent in their work, as well as the means and measures to be taken to prevent them. To this end, we have the necessary procedures for the development of the different preventive activities.
- We analyse all accidents with potential for harm and initiate their correction immediately.

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