

**OCCUPATIONAL HEALTH AND SAFETY POLICY OF TRELLEBORG**

*The Management of TRELLEBORG expresses its interest in promoting the prevention of labor risks by providing safe and healthy working conditions, through the commitment of eliminating dangers to reduce occupational health and safety risks, thus avoiding injuries and health deterioration related to work (Zero Accidents/Health Damage Vision).*

*Consequently, it assumes the commitment to lead, develop and implement an Occupational Health and Safety Management System based on the ISO Standard 45.001:2018, with the commitment to comply with legal requirements and other voluntary requirements that TRELLEBORG subscribes (such as the S@W reference Manual).*

*The Health and Safety Management System contains the requirements to integrate Prevention in the management of TRELLEBORG that is, in the set of activities and decisions, both in the technical processes, in the organization of work, and at all levels of the hierarchical structure.*

*Thereby, Prevention becomes a Responsibility of ALL the workers in the company (top managers, middle managers, frontline supervisors and employees), and will be promote through the processes of consultation and participation of workers, which will contribute to the commitment of the management with the continuous improvement of the Occupational Health and Safety Management System, and therefore, the continuous improvement of Health and Safety conditions at work. It will be the responsibility of senior management (Managing Director) to assume leadership in health and safety, while operational implementation will fall mainly to middle managers and frontline managers. Finally, it will be the responsibility of each and every employee to apply the existing health and safety guidelines and regulations.*

*The Management Team is committed to provide adequate resources for the development of the Occupational Health and Safety Management System, to disseminate it to all staff, to make it available to all the interested parties, and to encourage its compliance.*

*Finally, it expresses its wish for the entire organization, at all levels (top management, middle managers, supervisors, employees) to be involved in the development of the Occupational Health and Safety Management System, collaborating in its implementation and assuming the corresponding obligations.*

*This document incorporates both the Digital Disconnection Policy (February 2026) and the Principles adopted for the prevention of harassment and all forms of violence in the workplace (IT 12).*

*This policy will serve as a reference framework for the establishment of occupational safety and health objectives.*

*Signed by Ignacio Jiménez – General Manager Trelleborg Izarra S.A.U.*

  
Date: February 2026