



ROVENSA

— WELL BALANCED AGRICULTURE —

H&S POLICY





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Introduction

“

*Safety comes first at
Rovensa.
Health and Safety (H&S)
of our employees is
among our top priorities.*

”

Z E R Ø

GOES BEYOND AVOIDING ACCIDENTS

H A R M



ROVENSA
— WELL BALANCED AGRICULTURE —

Rovensa H&S Policy

“Health and Safety of all those in our premises and in the communities where we operate is part of Rovensa’s values.”



Health and Safety of all those in our premises and in the communities where we operate is part of Rovensa's values.

While everyone is responsible for H&S at Rovensa, it is all Managers who must lead by example and be accountable in creating a safe and healthy work environment.

In order to accomplish this, priority must be given to:

- Preventing all accidents, occupational diseases, and property damage.
- Implementing best in class safety procedures and ensure their compliance.
- Complying with international and local legislation at all sites.
- Providing appropriate H&S training to all employees to enhance not only their technical skills but also their risk awareness and safe behaviours.
- Developing a culture which encourages employees to take personal responsibility for H&S and communicating openly on H&S issues.
- Ensuring our H&S culture is driven by continuous improvement supported by a visible and felt leadership.
- Setting and monitoring H&S KPIs, to identify improvement actions, opportunities, and priorities.
- Establishing H&S performance objectives and targets and regularly monitoring and reporting the performance across the business organization.
- Being recognised by employees and contractors as a very safe place to work, contributing to higher levels of engagement and job satisfaction.

Javier Calleja
Rovensa CEO

September 1st 2023



Not Everything
is Written in the Stars

TOGETHER
SHAPING
A NEW
SAFETY
CULTURE

A Safe Team Δ t Rovensa

SCOPE

Safety comes first at Rovensa. Health and Safety (H&S) of our employees is among our top priorities.

It is Rovensa's goal to achieve – ZERO HARM - by creating sustained H&S culture and promoting the integration of H&S as a value.

ROVENSA VISION

To be a reference for Health & Safety with a ZERO-HARM culture, by achieving, and continuously reduce, incident rates to levels comparable to the best among our peers in the industry.

POLICY REVIEW AND UPDATE

This policy should be reviewed whenever necessary to ensure that it remains current and appropriate to the fulfillment of its purpose. Any change to the policy must be made by the Corporate H&S Team with the approval of the Executive Committee. The Group reserves the right to change or revoke the present policy at any time.

POLICY DISCLOSURE

The policy should be communicated and made available to the organizational structure of Rovensa, being permanently accessible to employees on the intranet.

EFFECTIVE DATE

This policy takes effect on September 1st.



H&S Culture and Strategic Objectives

“..the 5 core values - SEEDS in which the first S is related to Safety, shows how the organization is committed to ensure the ZERO-HARM culture ”

Rovensa H&S Culture

At Rovensa, the culture to be developed is based on well-defined pillars and values, the 5 core values - SEEDS in which the first S is related to Safety, shows how the organization is committed to the ensure the ZERO-HARM culture, promoting the integration of H&S as its first value and creating a consolidated and sustained safety culture.

Rovensa H&S Strategic Objectives

Risk prevention and the promotion of healthier and safer working conditions are key to improve working conditions, competitiveness, job satisfaction, and the sustainability of operations.

The Rovensa key strategic objectives concern primarily the following areas:

01

VISIBLE FELT
LEADERSHIP



- Reinforce the safety responsibility of all the leaders at all levels of the organization.
- Leaders will act as role models, promote safe behaviours, and establish routines that contribute to safer operations.

02

STRONG
OPERATIONAL
DISCIPLINE



- Establish safety procedures that reflect the best-known practices in the industry.
- Ensure compliance by all employees at all times.

03

FOCUS ON RISK



- Prioritize the most relevant risks in our activities.
- Create awareness, implement adequate controls, and make sure that they are maintained properly.
- Deeply investigate the incidents to the root causes and act on them.

04

TRAINING AND
COMMUNICATION



- Provide the proper training to all employees to strengthen not only their technical competences but also their risk awareness and safe behaviours.
- Share learnings from incidents and thoroughly communicate the Rovensa expectations regarding safety.

S

SAFETY

is about a health and safe
work environment.

We work with the best practices
and procedures to achieve a
zero-harm culture and be
among the best in our industry.

E

EMPOWERMENT

is about giving empowerment
and acting empowered.

We give our people the space
and the autonomy to carry out
their decisions and to be
responsible for the outcomes.

E

ETHICS

is about legal compliance and
behaving in an honest and fair
manner with all stakeholders.

We do what we say and
say what we do.

D

DEDICATION

is about always doing our best
and going above and beyond.

We care for our company
as if it were ours.

S

STRIVING

is about resilience and
not giving up.

We look at problems as
challenges and opportunities
to make a difference.

H&S Roles and Responsibilities

“ For ensuring effective management of Health and Safety (H&S) there are roles and responsibilities defined at every hierarchical level of the company. ”

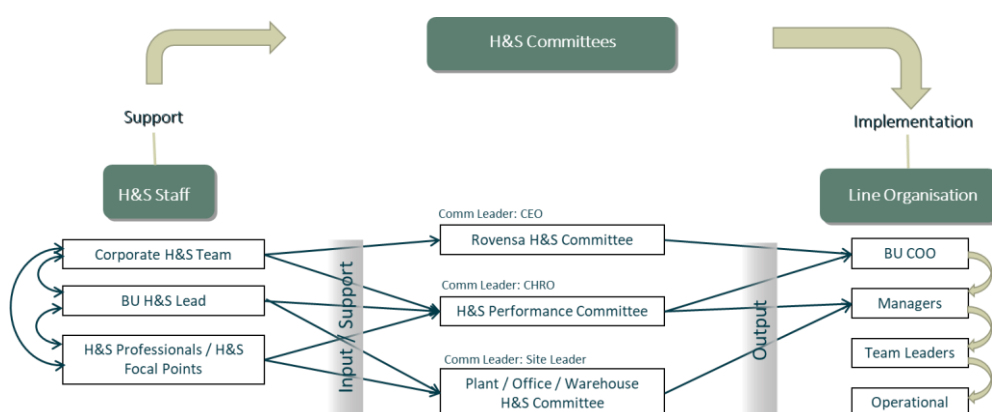
H&S Roles and Responsibilities

For ensuring effective management of H&S there are roles and responsibilities defined at every hierarchical level of the company. This will provide an understanding of the defined tasks aimed at ensuring the actual involvement and uniformity of actions throughout the company, guaranteeing discipline, maintenance, and improvement of the H&S management system.

- ✓ The CEO, Executive Committee and the Board have the overall responsibility for ensuring H&S performance across the entire company.
- ✓ Managers are responsible for implementing and monitoring the H&S Policy for Rovensa, consistent with local laws, H&S requirements and procedures.
- ✓ Employees have the responsibility to comply with all H&S requirements and procedures, suggest safety improvements, report accidents and incidents, as well as behaviours and unsafe situations. Be aware of the associated risks & impacts of their activities.

Rovensa H&S Governance

To facilitate consultation and cooperation in the development and implementation of safety and health measures, coordination and follow up of the H&S system and the involvement of all, Rovensa has implemented a governance model, where different committees have been defined, for the different hierarchical levels, interrelated as shown in the next figure.



The way they are organized allows for two-way communication, taking the strategies and requirements along the descending line and bringing the main difficulties, concerns and needs. This interaction makes it possible to have more effective and goal-oriented H&S programs, ensuring the main strategies and objectives are being achieved.



05

H&S Management System

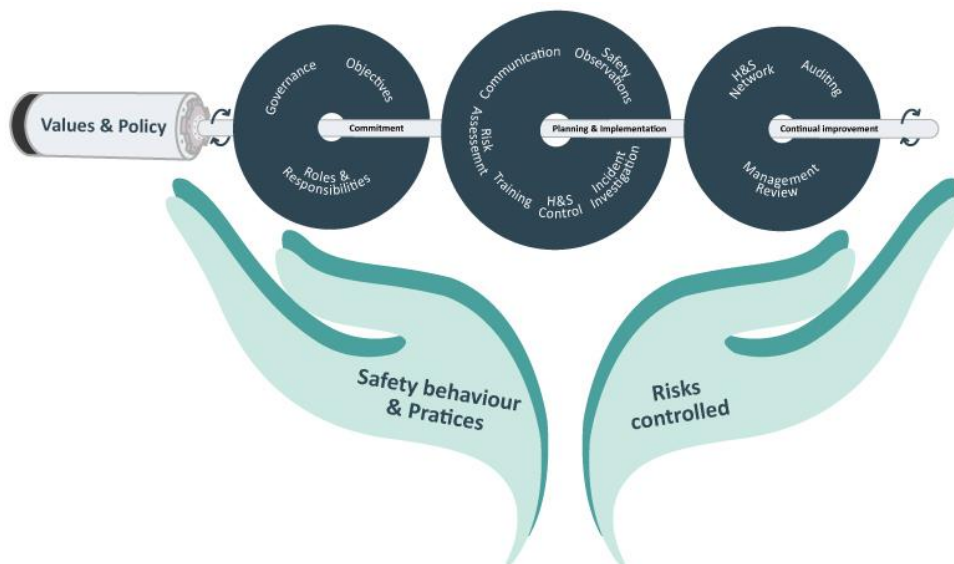
“

Rovensa aspires that all employees are fully competent in the tasks assigned to them.

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H&S Management system

Rovensa aspires that all employees are fully competent in the tasks assigned to them, including new and additional tasks, legislative changes, and changes in work practices. A H&S management system is in place to safeguard and guarantee the continuous improvement, involving and committing everyone, at different levels of the organization.



As support we have defined:

- A series of requirements focusing H&S management system and key risk areas (concerning Rovensa operations/activities) reflecting best practices;
- For works with special risks, *life-saving rules*, with the appropriate support documents and tools, to reinforce and guarantee safety and the prevention of high risks. These are rules that no one can break.
- A program of preventive safety observations to identify risks and weaknesses and reinforce safe behaviour, building a robust and sustainable safety culture.
- Reporting and monitoring of H&S indicators, on a monthly basis, to the Executive Committee and the Board.

STAR LIFE SAVING RULES

- #01 **CONFINED SPACE ENTRY**
- #02 **WORKING AT HEIGHTS**
- #03 **BY-PASS TO SAFETY PROTECTIONS**
- #04 **LOCK OUT TAG OUT**
- #05 **WORKS IN ATEX CLASSIFIED AREAS**
- #06 **HOT WORKS**
- #07 **MAN / VEHICLE INTERACTION**
- #08 **EXPOSURE TO HAZARDOUS CHEMICALS**

Safety first @Rovensa