



HEALTH AND SAFETY

The Health and Safety of our employees and contractors are at the heart of our concerns, strategies, and actions at SNF. These values are fundamental and integral to the overall performance of our company. To ensure healthy and safe working conditions, SNF and its employees are committed to:

Compliance

- The management team at SNF is responsible for developing, implementing, and reviewing the Health and Safety Policy.
- SNF's commitment lies in complying with all Health and Safety regulations and requirements.

Risk Assessment

- Proactive measures are taken to address potential hazards by thoroughly evaluating and documenting risks at workstations.
- Regular risk assessments are conducted at SNF to identify potential hazards and risks.
- Adequate resources, including personal protective equipment, are provided to ensure the safety of visitors and staff members.

Ergonomics

- We prioritize the well-being of employees by establishing working conditions and an adapted environment with a focus on ergonomics.

Training and Skills

- Continuous information and training programs are implemented to maintain skills and knowledge.
- Safety awareness is enhanced through initial and ongoing training programs throughout employees' career paths.

Personal Protective Equipment (PPE)

- We provide employees with appropriate PPE to ensure their safety in the workplace.

Incident and Accident Analysis

- We systematically analyze incidents and accidents to understand the underlying practices and capitalize on lessons learned.
- An emergency response plan will be developed and maintained at SNF

to address potential emergencies such as fire, natural disasters, or medical emergencies.

- Regular drills and training sessions will be conducted to ensure staff members are prepared to respond effectively in emergencies.
- Emergency exits, evacuation routes, and fire safety equipment will be clearly marked and maintained.

Safety Culture

- Anchoring the safety culture through audits and prevention visits to identify areas for improvement.
- All accidents and incidents at SNF will be promptly reported, investigated, and documented.
- Corrective actions will be implemented to prevent the recurrence of similar incidents.
- Lessons learned from incidents will be shared with staff members to enhance overall health and safety awareness.

Continuous Improvement

- The Health and Safety Policy at SNF will be reviewed periodically to ensure its ongoing relevance and effectiveness.
- Feedback from staff members and visitors will be actively sought and considered in the review process.

Safety Initiatives

- A proactive approach to health and safety is fostered by encouraging employee safety initiatives.

Consultation and Involvement

- Health and safety practices are continuously improved through consultation with all staff and representatives.

Occupational Health Prevention Service

- The Occupational Health Prevention Service is developed to ensure medical monitoring of employees, ergonomic studies, and implement prevention actions such as vaccination and psychological support.

Subcontractors

- Consistency in health and safety is maintained by extending the coverage of this Health and Safety policy to include subcontractors' activities.

SNF is committed to a solid, quantified, and ambitious improvement process. We firmly believe that occupational accidents and diseases are preventable. The commitment and involvement of everyone within our organization are essential to reporting risky behaviors and situations, analyzing them, and preventing their recurrence.

By adhering to this Health and Safety Policy, we aim to create a safe and healthy work environment for all employees at SNF.