

OCCUPATIONAL SAFETY, HEALTH AND WELLNESS POLICY

Fundación Telefónica is committed to the following global principles that promote occupational health, safety and wellness:

- a. Provide **safe and healthy working conditions** to prevent work-related injuries and harm to health, as well as the commitment to eliminate hazards and reduce the risks to occupational safety, health and wellness (hereinafter, "OHSW"), all of which in accordance with the purpose, scale and context of the organisation and the nature of the risks and opportunities.
- b. Provide a **framework of reference** to establish the objectives of OHSW, as well as the series of actions necessary to fulfil them.
- c. Identify the hazards and assess the risks for OHSW, establishing and prioritising the **control measures** in order to prevent workplace incidents and illnesses.
- d. Ensure **compliance** with current applicable law and with those requirements that the organisation signs up to in terms of OHSW, adopting them on a supplementary basis and in accordance with the principle of prevention, on the basis of internal regulations and/or international standards.



- e. Define strategies that promote a **culture of prevention, wellness and health** at all levels of the organisation, based on self-care and respect for the health and safety of workers.
- f. Apply principles of **continuous improvement** in OHSW by means of the systematic assessment of performance, through the indicators and results of the management system.
- g. Promote, both in relations with suppliers and with collaborating entities, **best practices** in terms of occupational health, safety and wellness.
- h. **Communicate** to workers and stakeholders, on a regular basis and in a transparent manner, the organisation's performance in terms of OHSW, responding furthermore to any concerns they may have.
- i. Promote, throughout the entire OHSW management cycle, the **information, participation, and consultation** of and with employees and other stakeholders to guarantee healthy and safe work environments.

May 2024