

	POLICY			Code: POL-048	
	SEGURIDAD Y SALUD EN EL TRABAJO				Version: 07 Updated 2024
	Macroprocess:	Talent and Transformation	Process:	Occupational Safety and Health	Publication Date: June 27, 2024

Occupational Safety and Health Policy



I. OBJECTIVE

Define the principles and commitments of the senior management of RIMAC SEGUROS y REASEGUROS S.A. regarding the implementation, updating, and continuous improvement of the Occupational Safety and Health Management System, providing safe working conditions for the organization's employees.

II. SCOPE

This policy applies to all locations of RIMAC SEGUROS y REASEGUROS S.A., employees, suppliers, customers, and visitors.

III. PRINCIPLES AND COMMITMENTS

The governing principles and commitments of our Occupational Safety and Health Management System are as follows:

- Protect all members of the organization in occupational safety and health matters through the prevention of work-related accidents, diseases, and incidents.
- Comply with all agreements, provisions, regulations, and legislation in force as they apply to occupational safety and health matters, including those voluntarily established or entered into with customers or other stakeholders.
- Promote the active participation and consultation of workers and their representatives in the components of the Occupational Safety and Health Management System.
- Foster continuous improvement in the performance of the Occupational Safety and Health Management System.
- Integrate occupational safety and health management into all the organization's operating and administrative processes.
- Planning is based on the results of the initial evaluation or subsequent evaluations, which are used to establish priorities, action plans, and quantitative objectives to improve OSH performance metrics.

IV. RESPONSIBILITIES

RIMAC SEGUROS y REASEGUROS S.A. must comply with and enforce this policy. For such purpose, the company has defined objectives, indicators, and quantitative targets related to its commitments under this policy. More detailed information is available in the objective matrix of the Occupational Safety and Health Management System and the Annual OSH Plan.

This policy shall be regularly reviewed and updated by the corresponding area, applied and notified to all workers, and made available to the public and other stakeholders.

Lima, June 27, 2024