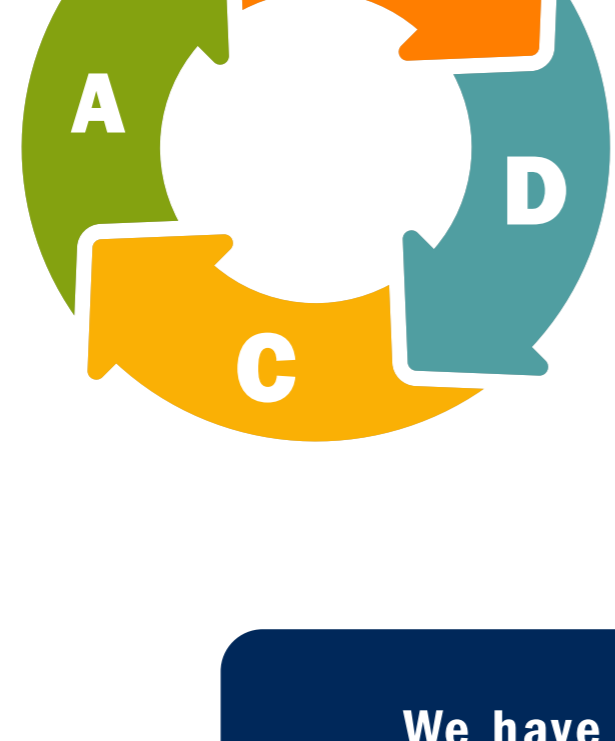


Occupational Safety and Health Management System

Grupo Argos



At Grupo Argos we have a solid **Occupational Safety and Health Management System (OSHMS)**, based on the **PDCA cycle (Plan, Do, Check, Act)**, which represents our firm commitment to guarantee safe and healthy work environments for all our employees. Senior Management allocates human, physical, technical and financial resources for the proper implementation of the OSHMS.

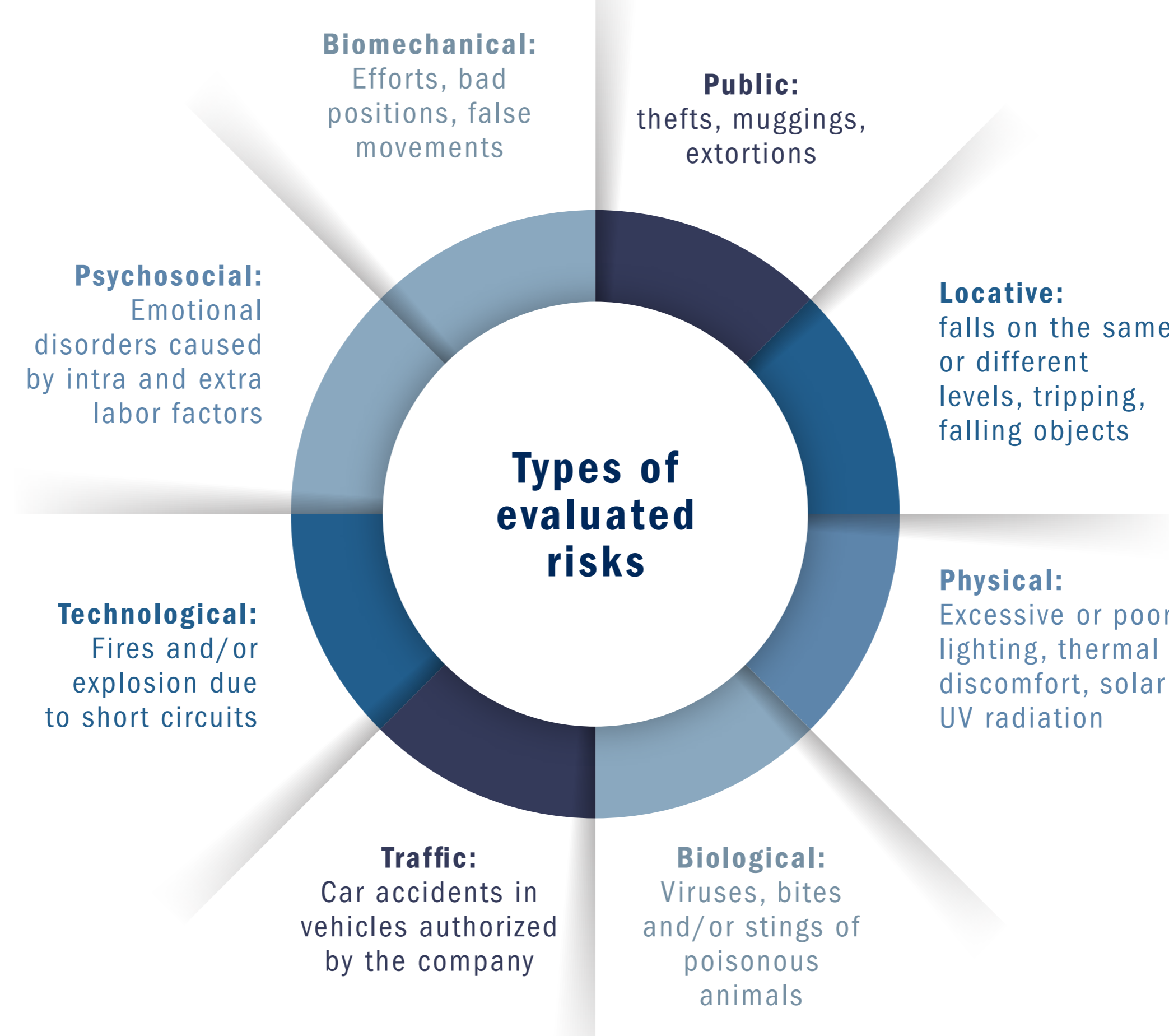
We have specific policies and guidelines that cover fundamental areas for us:



We have the following support groups:



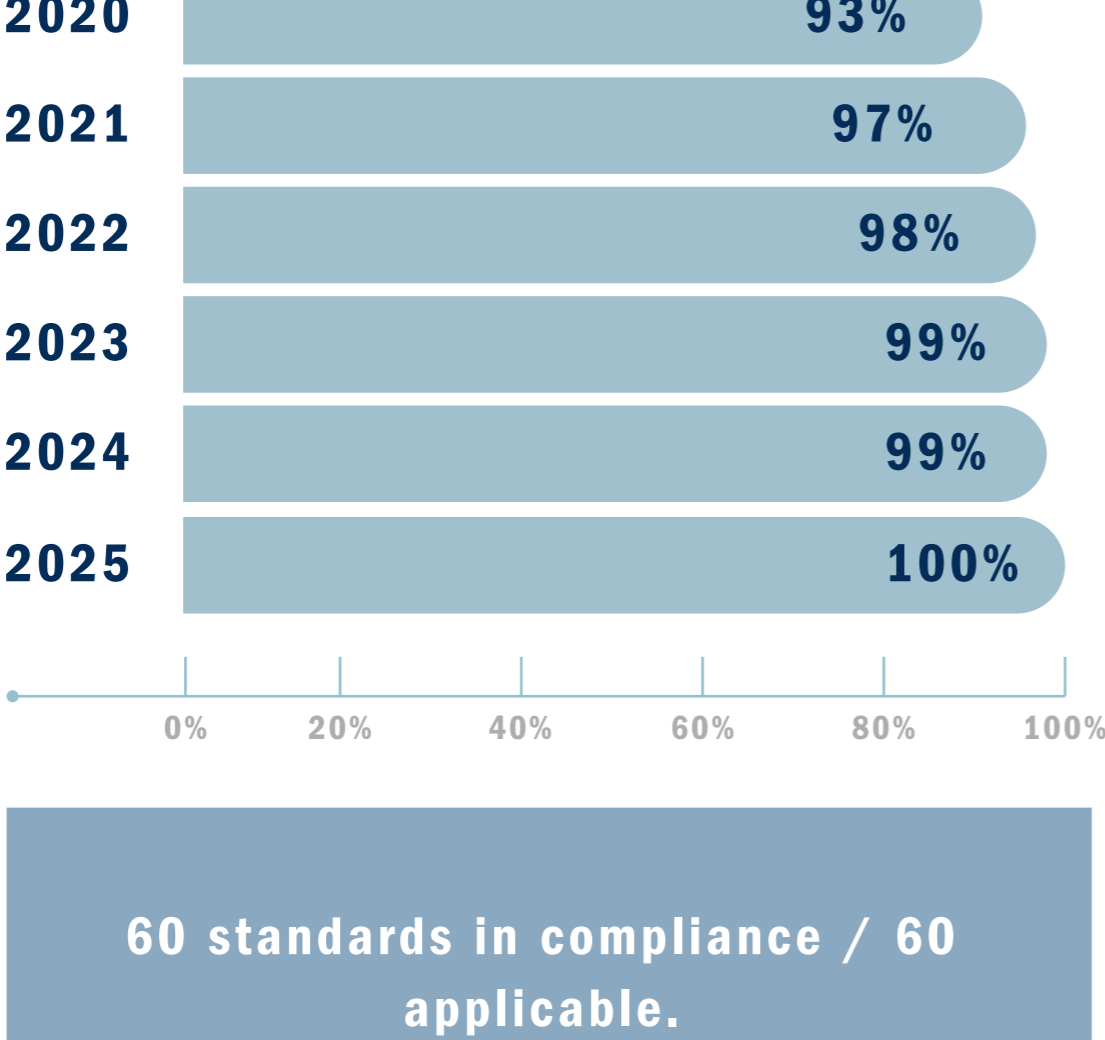
In order to improve our efficiency in terms of Occupational Safety and Health (OSH), we have **methodologies to identify, evaluate and control the risks** that may cause occupational accidents and diseases. Some of the most significant events that might affect health of **employees and contractors include:**



Risk Assessment Matrix (RAM) is updated annually with the support of ARL and the participation of the employees

Minimum standards

In our OSHMS we comply with the minimum occupational safety and health standards required by Colombian regulations



60 standards in compliance / 60 applicable.

Investigation of occupational accidents

At Grupo Argos, we have implemented a rigorous procedure for the investigation of occupational accidents, incidents and diseases.

Our methodology strictly follows the guidelines established in **Resolution 1401/2007**, the Colombian regulation to which we adhere, and which specifically regulates these processes.



Risk prevention and control measures

Compliance with Preventive Medicine programs



21 scheduled / 21 executed

Compliance with Occupational Health programs



61 activities planned / 61 activities executed / Goal: 95%.

We ensure that not only our employees but also our **contractors and suppliers** comply with minimum safety and health guidelines and standards through periodic audits. In turn, we guarantee the management of changes that have the potential to impact our company's OSHMS and the implementation of necessary **preventive and corrective measures**.

All employees and support groups are accountable to senior management, **ensuring compliance** with their responsibilities in occupational health and safety. Transparency and commitment are fundamental to maintaining **high standards of occupational well-being** throughout our company.

We have health promotion and prevention programs that include preventive medicine, safety and industrial hygiene activities:

We measure **structure, process and result indicators** that allow us to evaluate compliance with all **programs, objectives and goals** of the OSHMS. As well as internal audits and reviews of management by senior management on an annual basis. This allows us to identify opportunities for improvement and to continuously strengthen our OSHMS by defining and implementing **corrective, preventive and improvement actions**.