



Occupational Health and Safety Policy



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Context

As stated in our Ethical Code and Human Rights Policy, **Puig**¹ undertakes to maintain a safe and healthy workplace, to ensure that its activities comply with applicable health and safety regulations, and to improve occupational health and safety standards continuously.

¹ "Puig" refers to the Puig Brands, S.A. company and its subsidiaries and other entities that may be incorporated in the future in which Puig Brands, S.A. holds or may hold direct or indirect control, according to article 42 of the Spanish Commercial Code.

Purpose

This Policy reflects the company's commitments to occupational health and safety and employee well-being at work and when interacting with third parties. It also establishes the principles governing the company's actions and priorities for ensuring a healthy and safe working environment.

Scope

This Policy applies to all **Puig** employees, entities, and activities.

Specific **Puig** divisions and local business units, supported by the Occupational Health and Safety area (OH&S area), may develop this Policy as part of their divisional or local policies, which will always comply with the terms, principles and behaviors contained within this Policy.

The standards set out in this Policy may sometimes exceed those required by local law. When this happens the standards of this Policy will apply. However, following our commitment to strict compliance with applicable law, if local law requires higher standards than those established in this policy, local law will always prevail.



Commitments and principles

To meet the objectives of this Policy the company makes the following commitments:

- Provide healthy and safe working conditions, eliminate dangers, and minimize risks in all workplaces.
- Meet all applicable legal requirements wherever **Puig** operates as well as all others to which the company voluntarily subscribes.
- Promote employee participation in occupational health and safety and ensure their representatives are consulted in matters relating to occupational health and safety.

The following principles and priorities support these commitments:

- Health and safety and employee well-being are top priorities in all **Puig** business activities.
- The **Puig** commitment to occupational health and safety involves every employee and stakeholder. **Puig** expects all its employees and stakeholders to be aware of this commitment and take responsibility for maintaining and safeguarding health and safety in their activities and interactions with other employees and stakeholders.
- Regular health and safety risk assessments are carried out to determine the measures required to mitigate identified risks to employees' health, safety, and well-being. A set of procedures is available for detecting and avoiding risks and ensuring the implementation of relevant corrective and preventive actions.
- Reduction of work-related accidents and health and safety hazards is an ongoing objective for **Puig**.
- Employee training and awareness building are essential to achieving the objectives set out in this Policy. Regular health and safety training is provided to employees and records are kept of this training.
- The standards set out in this Policy are promoted by the OH&S area across the entire value chain (including upstream and downstream activities) through our contractual relationships and the relevant due diligence processes and audits.
- **Puig** regularly reviews and updates its occupational health and safety management system and seeks to ensure that working conditions in every workplace are monitored, measured, and improved continuously.



- ◊ Wherever possible, systems for managing operational health and safety follow the principles of recognized international standards such as ISO 45001.
- ◊ Employees and other stakeholders (including interns and external contractors) are required to report all work-related hazards, incidents, injuries and illnesses. All accidents, incidents and near misses must be recorded and investigated and controls put in place to eliminate and prevent future incidents or injuries and continuously improve standards of workplace health and safety.
- ◊ It is the duty of all employees to take all available measures to ensure their own health and safety and that of any other persons who may be affected by their work.

Approval, publication, and review

This Policy was presented to the Chief Executive Officer by the OHS & Environment and IMS Director and approved on December 23, 2024, and came into force at that time. This Policy is available on the intranet, on the **Puig** website, and will be communicated to **Puig** employees and other stakeholders where appropriate.

The OH&S area is responsible for publishing, reviewing, and updating this policy as required. It replaces and supersedes any previous Policy or procedure.

In case of non-compliance with this Policy, **Puig** will take legal measures (including of a disciplinary nature) or contractual measures, according to the nature of the non-compliance.