

LÍNEA DIRECTA HEALTH, PREVENTION AND WELL-BEING POLICY



linea directa

Name of the document	Health, Prevention and Well-being Policy
Related section of Code of Ethics	Corporate values
Related sections of other policies	-
Rules and standards superseded	None
Related standards	- Línea Directa's purpose and values. - Code of Ethics
Business unit or function affected	Línea Directa Aseguradora
Personnel affected	Línea Directa Aseguradora
Main area responsible for monitoring	In-house Prevention Service
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Approved by	Board of Directors

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1. Introduction:

The Board of Directors of Línea Directa Aseguradora, S.A. hereby declares its commitment to the health, occupational risk prevention and well-being of all employees, in accordance with legal requirements and based on the principle of protecting the life, integrity and health of all the people who are part of the Company, as well as those of collaborating companies.

For LÍNEA DIRECTA, actions aimed at health protection, prevention and the promotion of well-being are a fundamental part of its actions as a company that is responsible towards society and its employees. The Board of Directors considers that the promotion of health and well-being must be part of the agenda of all institutions and companies, as it is already part of the Sustainable Development Goals (SDGs) for the achievement of the 2030 Agenda, as stated in SDG #3: *Ensure healthy lives and promote well-being for all at all ages.*

2. Scope

In this regard, in accordance with our Code of Ethics and corporate policies, Línea Directa works in a culture of promoting health and well-being and expects its employees, collaborators and other figures related to our business to do the same.

This Policy establishes Línea Directa's framework of action in matters of Health, Prevention and Well-being in relation to its employees. The principles set out in this Policy are applicable to all employees, executives and directors of all the companies that make up the organisation, under the terms set forth in the applicable regulations.

Línea Directa shall promote and publicise this Policy among its stakeholders.

3. Business principles, Commitments and Objectives

3.1 Business principles:

The principles set out below will be the guidelines by which Línea Directa will ensure the management of Health, Prevention and Well-being in accordance with current legislation and our corporate culture. The Company therefore endorses **compliance with the following business principles:**

- Promoting a preventive culture that ensures effective and real compliance with preventive obligations and not merely formal compliance.
- Preventing accidents, incidents and occupational diseases and promoting quality of life.
- Promoting safe and comfortable patterns and modes of action involving continuous improvement of working conditions.
- Promoting healthy employee behaviours.
- Avoiding risks and assessing those that could not be avoided.
- Combating risks at the source.
- Implementing measures that put collective protection before individual protection.
- Protecting employees in emergency situations that require the implementation of Emergency and Evacuation plans corresponding to each of the centres.
- Guaranteeing employee consultation and participation in all aspects of the prevention management system.
- Coordination of business activities in order to avoid or reduce the risks to which employees of other Companies may be subjected who, due to the performance of their professional duties, are at one of Línea Directa's Work Centres.

3.2 Commitments:

Compliance with the principles set out in this Policy consists of the following commitments. With these commitments, the Company demonstrates its approach to the management of occupational risk prevention, not only through the strictest compliance with the applicable regulations, but also from a place of commitment to guaranteeing the health and safety of the people who provide their services at Línea Directa:

- Substituting what is dangerous with what poses little or no danger.
- Guaranteeing employees medical supervision of their health, depending on the risks of their position, respecting in all cases the employee's right to privacy and dignity, as well as the confidentiality of information on their health status.
- Adapting the work to the person taking into account their psychophysical conditions.
- Taking into account the evolution of technique.
- Providing all employees with prevention training, both initial and ongoing, using all available human and technical resources for this purpose.
- Providing necessary and sufficient preventive information to all employees.
- Organising and implementing preventive campaigns aimed at improving the health and safety conditions of all Línea Directa employees.
- Risk assessment is a fundamental factor in the preventive system, as it is the basis not only for the different planned risk control activities, but also for practically all the elements of management of the preventive system.

3.3 Objectives:

Línea Directa establishes the following quantitative and qualitative objectives through which it will establish procedures, corrective and preventive actions and new measures that will make the commitments undertaken in this Policy a reality.

Objective 1: Keep the incidence rate of accidents at work below that of the sector.

Objective 2: Guarantee the health of all employees through medical check-ups and physical and emotional well-being campaigns that promote healthy habits.

Objective 3: Carry out training and informative activities in the field of prevention, aimed at improving awareness of work-related risks.

4. Management and monitoring model

Línea Directa Aseguradora follows the roadmap set by current regulations on Health and Safety in the workplace, as well as those promoted by the United Nations through the Sustainable Development Goals. In this sense, the Company is committed to the fulfilment of SDG #3 regarding the promotion and guarantee of Well-being and Health for all people, regardless of their age.

For this purpose, Línea Directa Aseguradora has established a management model based on the principle of due control, focused on compliance with the commitments established in this policy. This model can be summarised in the following elements:

- Each year, Línea Directa Aseguradora's In-house Prevention Service, with the approval of the Board of Directors, will draw up the annual plan of actions in the area of Health, Prevention and Well-being. This plan will include the main obligations, objectives and actions to be carried out during the year to comply with the principles outlined in this Policy.
- In order to comply with the principles and commitments outlined in this Policy, the Company's Strategic Plan, the Sustainability Plan in force, the OHS audit in force, and any external reports commissioned ad hoc and indicators relating to the management of employee Health, Safety and Well-being shall be taken into account on an annual basis.

- Línea Directa Aseguradora has organised its prevention system based on its own Prevention Service in the specialities of Occupational Safety, Industrial Hygiene and Ergonomics and Applied Psychosociology, and outsourcing to an External Prevention Service in the area of Health Monitoring, with the aim of continually improving the Health and Safety of all those working in the Company.
- The management of the principles and commitments contained in this policy will also be articulated through internal codes, plans, policies and protocols, as well as through external audits and other certifications and institutions that accredit the Company in this regard.
- Línea Directa guarantees the existence of appropriate communication and whistleblowing channels, both internal (employee channel, ethical channel) and external (with specialised entities), which allow the Company to be informed of any action that goes against its status as a company that promotes the Health and Well-being of people.
- The Company also undertakes to set up a Health, Prevention and Well-being Working Group in the Company, made up of people qualified in this area. The members of this group will ensure compliance with the principles and commitments in this Policy, take an active part in the development of the related action plans and measures, and submit proposals of interest to the Board in order to advance in the achievement of the established objectives.

5. Policy implementation and communication

Implementation of this Health, Prevention and Well-being Policy by employees, managers and members of the governing bodies will respect the Code of Ethics, Policies and Principles of Action adopted by Línea Directa Aseguradora.

This Policy will be communicated to Línea Directa Aseguradora employees and will be available to stakeholders through the intranet and the corporate website.

This Policy shall be effective from the date of its publication.

This Policy was approved by the Board of Directors of Línea Directa Aseguradora, S.A. on 28 June 2022.

Línea Directa Aseguradora, S.A. on 28 June 2022.