



## NEINVER'S HEALTH & WELL-BEING POLICY

NEINVER is committed to guaranteeing occupational health and safety and to providing a workplace environment and culture that supports healthy lifestyles. This includes increasing employees' knowledge and awareness of health and well-being issues and facilitating active participation in a range of related initiatives.

The action areas of the company Health & Well-being policy are:

- Taking care of the safety in our buildings, ensuring compliance with the ISO 45001 standard regarding Occupational Health & Safety across our entire portfolio.
- Increasing employees' well-being at work through the availability of rest areas, flexible working time and indoor air quality, among other aspects.
- Encouraging employees to be more physically active by providing services and discounts for activity opportunities.
- Promoting healthy eating choices in the workplace through spaces for food storage and preparation; food access and supply; and awareness initiatives.
- Promoting a smoking free workplace environment and supporting employees to quit smoking.
- Promoting employees social and emotional well-being through workplace practices and policies.
- Providing access to information and resources that increase worker knowledge and awareness around key health areas, including the risk associated with alcohol consumption.

NEINVER's employees are encouraged to understand this policy and support and contribute to its implementation, including its goals and objectives.