NUMANTHIA WINERY, a leader in the winemaking sector and specialist in the 'Toro' Designation of Origin on an international level, views its Environmental and Safety and Health Management System as a way to organize its business life, basing said system on a vision towards improved environmental performance that is built around **continuous improvement** in terms of managerial efficiency, environmental protection and safety and health of the employees.

Therefore, our organization has set up an objectives-based Management System with one overarching strategic goal that is a company priority, and the entire system revolves around the following premises:

- The whole organization has the responsibility to meet the needs and requirements set forth by our main players while complying with **legal and regulatory requirements** in terms of service and environmental management and in terms of safety and health prevention.
- The success of our organization and of our environmental management system and the safety and health improvement requires the participation and cooperation of **all** involved; therefore factors such as **motivation**, **training**, and **communication** within the company are considered to be key.
- All of our staff is highly qualified in the sector and everything we do is supervised by management to ensure proper execution.
- **Assessment of the risks** inherent to our business activity is a central task of our Management System and our organization aims to undertake proper evaluation of said risks, subsequently drafting action plans to fight against them and, thus, contribute to our **commitment to strategic management and our support thereof**.
- With the aim of promoting safe environmental conduct in our business's activities, all key players will be given any information necessary. We will also **foster our employees' awareness**, as well as **communication** with our own workers and our subcontractors so that they feel as though they are a part of our environmental and safety and health management policy and obligations. Workers will be given all

available **information** on environmental aspects and the risks inherent to their job, and they will also be supplied with the **necessary training** on the means and measures to be adopted for proper risk prevention.

- A **reduction in the environmental impact** stemming from our business activity is the main aim of our environmental protection policy, and we strive to undertake proper waste management (life cycle) by improving waste elimination, treatment, and final disposal systems. This, in turn, contributes to our commitment to prevent pollution.
    - Workers have rights concerning **life, physical integrity and health** whose protection must be a constant in our daily work. Therefore, based on the principle that all work-related accidents and illnesses can and should be avoided, we are committed to achieve a high level of safety at work. Thus, BODEGA NUMANTHIA is **committed to provide safe and healthy working conditions for the prevention of injuries and deterioration of health related to the work** of all its workers.
    - • La **vida, integridad física y salud de los trabajadores son derechos** cuya protección ha de ser una constante de nuestro quehacer cotidiano. Por ello, basándonos en el principio de que todos los accidentes y enfermedades laborales pueden y deben ser evitados, nos comprometemos a alcanzar un alto nivel de seguridad en el trabajo. Así, *BODEGA NUMANTHIA* se **compromete proporcionar condiciones de trabajo seguras y saludables para la prevención de lesiones y deterioro de la salud relacionados con el trabajo** de todos sus trabajadores.

- Environmental and Safety and Health Management brings us to pay utmost attention to technological evolution, and our organization is committed to progressively adopting **environmental considerations** in relationship with all of its decisions whenever technologically possible, doing so by acquiring adequate production machinery that is both modern and has safety measures to protect our workers and align with and respect the environment.

- The aim of this policy is to strengthen the reality of our company by **continuously improving** the results reaped from the environmental approach we take to go about our work, as well as the results from our service and attention to requirements by all parties involved – without forgetting proper occupational risk prevention.

  The Environmental and Safety and Health Management Policy is made known to all individuals who work for the organization and/or on behalf thereof, and it is available to the public and to our interest groups.

June 19, 2024