



Health & Safety – FerroGlobe Global Policy

The Health and Safety of our people is our top priority, and we believe all potential incidents, accidents, fatalities and injuries can and must be prevented.

It is the responsibility of all directors, managers and employees to ensure that everyone involved in our business and operations returns at home safe and well every single day.

Our industrial and mining activities are based on complex technical processes and operations which require constant anticipation and rigorous vigilance to prevent incidents and to ensure good health conditions for all our employees and contractors.

By placing Safety first, as a key competence and fundamental priority, FerroGlobe aims to be a reference in Health and Safety within our sector and industry.

SCOPE

This policy applies to all locations and operations where FerroGlobe PLC or its subsidiary companies exercise management control: plants, mines, offices, facilities.

Our goal is not simply to reduce the number of incidents in our business, but to create a risk-free environment for all employees, contractors and third parties.

OUR COMMITMENT

As part of our commitment for a continuous improvement in health and safety management, we strive to:

- Identify, evaluate and eliminate or minimise Health and Safety risks
- Ensure compliance with applicable Health and Safety laws, regulations and corporate standards
- Provide suitable and safe equipment
- Provide our staff with trainings to ensure their tasks are conducted safely
- Investigate all incidents through robust tools, such as root cause analysis, to prevent a recurrence.
- Build a supportive H&S culture that demonstrates visible leadership, clear accountability, operational rigour and shared vigilance
- Promote the sharing of experience within the group

As we know, implementing and continuously improving this world class H&S environment need to stay focus on priorities and make our progress sustainable, therefore **our roadmap is framed by:**

- Establishing clear safety objectives and action plans to meet them.
- Consolidating our in-house H&S Management System.
- Supervising and monitoring our Health & Safety performance on a regular basis.
- Classification of injuries and incidents at Group level is mainly based on criteria from US OSHA standards.
- Public notification and reporting follow local regulations and requirements in the countries where FerroGlobe operates.



We add a special focus on managing the main risks that could lead to injuries in the places where we operate:

- Molten materials
- Shotgun firing
- Mobile equipment
- Working at height
- Lifting and crantage
- Machines
- Energy isolation
- Electrical work
- Hazardous chemicals (*)
- Underground and open-cast mining

(*) Including dust explosion, risk and exposure to chemicals generated by our raw materials and processes with a special focus given to dust, respirable crystalline silica, manganese and PAHs.



ROLES AND RESPONSIBILITIES

The primary mission of all employees at any level in the organization is to work safely for themselves, as well as for their colleagues.

Everyone must adopt a **safe behaviour** with as priorities:

- Respect Group and local safety rules and requirements
- Always take the necessary time for assessing and reminding risks before performing a task
- Stop any activity being non-compliant with safety rules
- Implement all necessary actions to prevent an immediate risk
- Report all safety incidents or near-miss

Ferroglobe PLC holds all levels of management accountable for Health & Safety in their area of responsibility.

It is the responsibility of managers at all levels of the organization to take care that this Policy is communicated, well known, and understood by all employees and interested parties.

Health & Safety leaders are dedicated to support, coordinate and monitor the actions linked to this Policy and related action plans.

As **Ferroglobe's CEO**, and with the support of the Board, I commit to participate actively in the deployment of this Policy, encourage the involvement of all employees in the improvement of the safety performance and in the consolidation of our Health & Safety culture.

