

# INDITEX



Inditex's Group

## Occupational Health and Safety Policy

Approved by the Board of Directors on 13 December 2022

## About this Policy

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| Reference            | -  |
| Name of the Standard | Occupational Health & Safety Policy  |
| Overview             | This Policy covers the Inditex Group's engagement with health and safety and wellbeing at the workplace                  |
| Scope                | Global   |
| Type                 | Policy   |
| Supervisor           | Human Resources Department - Occupational Health and Safety  |
| Date of approval     | 13 December 2022   |
| Affected regulations | This policy supersedes the Occupational Health and Safety Policy approved by the Board of Directors on 10 September 2019 |
| Version              | 2.0  |

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## 1. Purpose

The Policy expresses the engagement of the Inditex Group with health and safety and wellbeing at the workplace, in accordance with the Code of Conduct and Responsible Practices.

This is a key Policy, enforced at every level within the Group. It seeks to ensure continual improvement in the field of health and safety and wellbeing at work.

## 2. Definitions

For the purposes of this Policy, the following terms are defined below:

### **Accident**

Physical injury sustained by a worker in connection with or arising from the work they do for an employer.

### **Wellbeing**

State of wellness and balance from the worker's biological, psychological and social perspective.

### **ISO 45001 standard**

OH&S management system based upon ISO's (International Organization for Standardization) international standard.

### **Inditex Group (also, the "Group")**

Group of companies led by Industria de Diseño Textil, S.A., in which the Company owns directly or indirectly at least 50% of the shares or voting rights.

### **Stakeholders**

Employees, customers, shareholders, manufacturers and suppliers, business partners, non-governmental organizations, local communities and the society at large.

### **Inditex (also, the "Company")**

Industria de Diseño Textil, S.A. (Inditex, S.A.), parent company of the Inditex Group (as defined above).

### **Continual improvement**

Continual process to monitor and identify areas subject to improvement and take action aimed at improving working conditions.

## 3. Scope of application

Compliance with the Policy is mandatory to every company of the Group. The Policy shall be binding for every area, department and function, and for every person within the Group, irrespective of their position or job.

#### **4. Inditex Group commitments**

The Group undertakes to:

- / Provide healthy and safe workplaces to prevent any work injury and/or occupational disease among its employees;
- / Consult with workers' representatives and involve them in the decision-making process in the field of occupational health and safety and wellbeing of the Group.
- / Comply with applicable local laws in the markets where the Group operates and with the voluntary occupational health & safety engagements assumed.

#### **5. Overarching principles**

The Policy sets out a framework for action built upon the following overarching principles:

- / Inditex's corporate culture is based on teamwork, open communication and high occupational health and safety standards.
- / People are Inditex's most important asset. Therefore, the Company is committed to offering the best health, safety and wellbeing conditions to all its employees.
- / Inditex strongly believes that health and safety at work enables and increases productivity and guides the way the company operates its business activities.
- / Employees' health and safety is a priority at the Group as regards every business activity. Inditex does not allow putting any other interest over the health and safety of its staff or its suppliers.
- / Inditex commitment to occupational health and safety involves every employee, officer and stakeholder. The Group expects all its employees and suppliers to be aware of such commitment and assume responsibility for maintaining and safeguarding health and safety conditions at their work environments.
- / Inditex has set as a permanent objectives to reduce work-related accidents or to eradicate or at least reduce health and safety hazards in respect of its employees.
- / The Group acknowledges that training and raising awareness of its employees in respect of the health, safety and wellbeing program and their participation in health, safety and wellbeing initiatives are key to achieving the goals hereunder set out.
- / Inditex regularly reviews and updates its OH&S management system, ensuring that it is implemented at every Group level and disseminated by means of a training and awareness-raising plan. Every staff member is responsible for such system, irrespective of their roles and duties.
- / To facilitate achievement of the above referred goals, Inditex undertakes to provide its staff with theoretical and hands-on training and promote awareness-raising.
- / Inditex works along its Stakeholders and encourages their participation, exchange of values and interest reconciliation, based upon trust.
- / Health and safety-related issues regarding the jobs at stores, headquarters, logistics as well as work-related travels are regularly reviewed, assessed and improved.

## **6. Approach**

Occupational Health and Safety management at the Inditex Group seeks to ensure the continual improvement of such conditions at every workplace within the scope of ISO 45001 standard.

The Group works along its suppliers, subsidiaries, franchises and other Stakeholders to ensure that every Group activity is planned, coordinated and implemented in accordance with this Policy, applicable regulations and voluntary engagements assumed by the Company.

## **7. Responsibilities. Oversight and control**

Inditex Group's commitment to occupational health and safety extends to every employee, member of management and Stakeholder.

People Department – Occupational Health & Safety shall be responsible for managing and monitoring the occupational health and safety system.

Inditex may be subject to regular reviews and monitoring, and internal or external audits to assess or certify general compliance with the Policy.

## **8. Policy update**

The Policy will be updated as required, at the behest of the Occupational Health and Safety Department liaising with the General Counsel's Office to encompass any regulatory developments, internal organizational changes and changes in the external environment.

## **9. Policy disclosure and circulation**

This Policy will be available on INET and on the Group's website ([www.inditex.com](http://www.inditex.com)). It will be disclosed to every subsidiary so that it may be circulated locally.

## INDITEX