

**MASISA**

**Corporate Policy**

**Occupational Health and Safety**

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**1. INTRODUCTION****1.1 Purpose**

To establish Occupational Health and Safety (SSO) guidelines to advise local operations on the systematic management of these aspects.

**1.2 Scope**

Applies to all Masisa operations, including direct and indirect collaborators, services and visitors.

**1.3 Definitions and abbreviations**

- **SSO:** Occupational Health and Safety.
- **SMS:** Health, Environment and Safety.

**2. RESPONSIBLE FOR ITS APPLICATION AND FOLLOW-UP**

<b>Position</b>	<b>Application</b>	<b>Follow-up</b>
SMS and Community Relations Manager		X
General Manager	X	
Country Manager	X	

**3. POLICY DESCRIPTION**

Masisa assumes a proactive role in society and sees people's health and safety as a non-negotiable value of its management. Masisa recognizes that people are foundational for a sustainable business and fosters a culture of "self-care" in its direct and indirect employees, at all levels of the Company, because it understands that a safe and healthy environment, inside and outside the company, is a shared responsibility.

**3.1 General aspects**

- As responsible members of our society, Masisa's goal is to develop and consolidate a healthy and safe company culture, through knowledge, commitment and strict adherence to compliance with our business principles, in order to contribute to the sustainability of our business and the well-being of the communities in which we operate.
- Compliance with legal requirements, regulations, relevant international standards, voluntary programs and/or collective agreements on Occupational Health and Safety.
- Masisa recognizes and promotes the health and safety of its employees as a basic condition for their employability.
- For Masisa, all occupational accidents and illnesses can be avoided. We seek to achieve "zero accidents" through the allocation of human, material and financial resources that ensure compliance with the objectives defined in SSO.
- No production, cost or outcome should compromise people's physical integrity.
- Masisa units must consider OHS criteria in the development of products and services, in the selection and development of suppliers, transportation and logistics, exercising OHS leadership throughout its value chain.

- Each employee is responsible for working safely and ensuring the safety of their environment and work colleagues.
- The Manager of each department is responsible for the occupational health and safety of all employees under his management, ensuring that the necessary efforts are taken to preserve their health and safety.
- The Occupational Health and Safety Department (Risk Prevention) works preventively and as technical support for the Managers.

### 3.2 Risk Prevention

- Any risks related to Masisa's activities must be identified, assessed and managed in order to avoid the occurrence of accidents and/or minimize their consequences, through the development of plans and programs by establishing quantitative goals, prioritizing significant risks, implementing control measures and thus improving the performance of SSO metrics.
- Masisa provides its employees with the education and training necessary to ensure adequate communication of risk situations at work, and to control, through prevention, any risks that may threaten their safety and health.
- All employees are required to report accidents and incidents that have occurred, so that these can be investigated in order to prevent their recurrence.
- Promote communication, participation and consultation of direct and indirect collaborators and stakeholders, on issues related to health and safety.
- The management must encourage the reporting of accidents with material losses, and incidents without injuries, so that they can be investigated, and accidents with injuries can be prevented.
- The performance of contractors, suppliers and third parties must be compatible with Masisa's SSO system, considering the different degrees of interaction.
- The performance of OHS is evaluated through objectives, goals and indicators, in order to promote better performance at all levels of the Company.
- Masisa's operations must implement and maintain an occupational health and safety management system, complying with the mandatory OHS requirements of the Health, Environment and Safety Management Manual (SMS), seeking continuous management performance improvement through compliance with the requirements of said manual.

### 4. VALIDATION PROCESS

Function	Name	Position	Date
Updated by	Reinaldo Gallegos	SMS and Community Relations Manager	April 2022
Reviewed by	Luis Quiroga	Operations Manager	April 2022
Approved by	Alejandro Carrillo	General Manager	April 2022
Effective Date: May 2022		Version: 04	

### 5. CHANGE CONTROL

Reason	Responsible	Date
Document update according to SMS Management and current Community Relations	Reinaldo Gallegos	April 2021

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The scope of the policy is modified, including the paragraph “All Masisa operations including direct and indirect collaborators, services and visitors”	Juan Rivas	May 2022
In the table “responsible for its application and monitoring”, Country Managers are added	Juan Rivas	May 2022
Paragraph 2 of General Aspects is modified, and the following paragraph is included “Compliance with legal requirements, regulations, relevant international standards, voluntary programs and/or collective agreements on Occupational Health and Safety”	Juan Rivas	May 2022
Paragraph 1 of Risk Prevention is modified, and the following paragraph is included “through the development of plans and programs by establishing quantitative goals, prioritizing significant risks, implementing control measures and thus improving the performance of SSO metrics”	Juan Rivas	May 2022
Paragraph 4 of Risk Prevention is modified, and the following paragraph is included “Promote communication, participation and consultation of direct and indirect collaborators and stakeholders, on issues related to health and safety”	Juan Rivas	May 2022
Paragraph 8 of Risk Prevention is modified, and the following paragraph is included “in management performance”	Juan Rivas	May 2022