

OCCUPATIONAL HEALTH AND SAFETY POLICY

1. Introduction and Institutional Commitment

The *Institut de Recerca en Energia de Catalunya (IREC)* develops basic and applied research activities, technological development, innovation, and knowledge transfer in various scientific and technological areas related to the energy transition and the development and integration of renewable energies. These activities are carried out in laboratories, workshops, experimental areas, and administrative spaces that may involve specific occupational risks.

The IREC Management assumes a firm commitment to ensuring a safe and healthy work environment for all staff, collaborators, doctoral students, interns, visitors, and external companies.

The prevention of occupational hazards is an essential principle that is part of the organization's overall management and is integrated into all phases of planning, execution, and evaluation of activities. It is the objective of IREC Management that the institution implements a continuous improvement process in risk prevention, occupational health and safety at work.

2. Basic principles

IREC's occupational health and safety policy is based on the following basic principles:

1. Prevention before correction: address the causes of risks rather than the consequences.
2. Legal and regulatory compliance: comply with current legislation on occupational risk prevention and all specific provisions for laboratories (chemical, biological, physical, or radioactive). Take the necessary measures to know and meet all legal requirements and other voluntary commitments undertaken by the organization, at minimum as a legal reference.
3. Shared responsibility: safety is everyone's task; each person is responsible for their own safety and that of others.
4. Continuous training and information: ensure that all personnel are aware of the risks and the preventive measures associated with their tasks.
5. Continuous improvement: constantly reviewing and updating procedures and resources to adapt to technological and organizational changes.
6. Preserving the safety and health of the people who work at IREC is a fundamental value, which must be present in every single activity carried out by IREC.

3. General and Specific Objectives

General objectives:

- Prevent occupational accidents, incidents, and diseases.
- Promote a participatory and proactive preventive culture.
- Ensure the effective integration of safety and health at all levels of management.
- Protect the environment through the proper management of waste and hazardous substances.

Specific objectives:

- Carry out periodic risk assessments and keep prevention plans updated.
- Implement action protocols in case of emergencies, including evacuations, spills, or chemical accidents.
 - Ensure mandatory safety training for all laboratory personnel.
 - Periodically check the condition and maintenance of facilities, personal protective equipment (PPE), and ventilation systems.
 - Apply continuous improvement in occupational health and safety (OHS) management as a tool to achieve increasingly safe working conditions.
 - The determination of preventive or corrective measures will be carried out by addressing the source of the risks and, where applicable, prioritizing collective protection over individual protection. Additional risks that may arise will be considered, and measures will only be implemented if these risks are lower than those intended to be eliminated and no alternatives are available according to the current state of technology.
 - The planning of OHS activities will be carried out in a way that integrates current technological knowledge, working conditions, and task organization.
 - Development of training and awareness plans on Safety and Health topics to develop the key skills and knowledge that allow performing tasks effectively and achieving our OHS objectives.
 - The participation of individuals in matters affecting their safety and health is encouraged through the established representative means.
 - Promote risk assessment activities in all activities carried out, including possible emergency situations, as well as the necessary actions for their prevention, control, or minimization.
 - Annual OHS objectives are defined in line with what is established in this document to ensure that results are measured, evaluated, and communicated to the entire organization.

4. Scope of application

This policy applies to all individuals carrying out tasks within the IREC facilities, specifically:

- Research, technical, and support staff.
- Administrative and general services staff.
- PhD students, master's or undergraduate students on internships, or any other trainees.
- Staff from external companies on secondment and authorized visitors.

It also covers activities carried out outside the facilities when these are conducted on behalf of or commissioned by IREC.

5. Responsibilities and preventive structure

IREC's Management:

- Lead and promote a culture of safety and health.
- Provide the necessary human, technical, and budgetary resources.
- Ensure compliance with current regulations and prevention objectives.

External and In-house Prevention Service when, due to the number of employees at the Institute, it is appropriate:

- Advise on the assessment and control of risks.
- Coordinate preventive training and information.
- Monitor incidents and propose corrective actions.

Heads of research groups, laboratories, platforms, and units:

- Ensure that activities are conducted according to established procedures.
- Supervise the correct use of Personal Protective Equipment and other safety equipment.
- Immediately report any incident or unsafe situation.

Research, technical, and other staff:

- Comply with safety rules and instructions.
- Properly use equipment and materials.
- Report any detected anomalies or risks.

6. Good practices and risk control in laboratories

IREC laboratories may present risks from the use of chemicals, pressurized equipment, heat sources, radiation, and electrical equipment and facilities. Therefore, the following general guidelines are established:

- Restricted access to authorized and trained personnel.
- Mandatory use of PPE (lab coat, goggles, gloves, masks, etc.) according to the type of activity.
- Safe storage of chemicals and proper labelling.
- Correct management of waste according to its nature (chemical, biological, toxic, or common).
- Periodic maintenance and calibration of equipment and safety cabinets.
- Emergency response protocol with training and annual drills.

7. Training, information, and communication

IREC will ensure that all personnel receive:

- Initial training in prevention before starting any activity involving risk.
- Specific training according to the type of laboratory or project.
- Periodic updates based on regulatory or technological changes.

Additionally, internal communication on safety will be encouraged through the intranet, posters in common areas and specific laboratory spaces, informational meetings, and awareness campaigns.

8. Emergency management

The Institute will have an Emergency and Self-Protection Plan that will include:

- Evacuation, confinement, and response procedures for fires, spills, or accidents.
- Designation and training of emergency teams.

- Coordination with external services (owners of the buildings where the Institute's offices are located, firefighters, medical emergency services, police).
- Evacuation and response drills will be carried out at least once a year to verify the effectiveness of the protocols.

9. Monitoring, evaluation, and continuous improvement

The policy will be reviewed periodically to ensure its relevance and effectiveness. Internal audits and preventive inspections will be carried out to identify deviations and improvement proposals. The results will be communicated to Management and the Health and Safety Committee, which will take the necessary corrective actions.

10. Dissemination and personal commitment

This policy will be published on the corporate intranet, on bulletin boards, and in work areas. Everyone associated with IREC is required to be familiar with it and to comply with its principles.

In Sant Adrià del Besòs on the date of electronic signing