

## **CaixaBank Healthy Organisation Policy**

CaixaBank management is sensitive to fostering all initiatives and actions to favour the culture of well-being, as well as appropriately safe, healthy and environmentally committed working conditions, protecting and actively promoting people's health and well-being. It reaffirms the steps it has already been taking in its Healthy Business Programme and states its firm commitment to do the following, in addition to those already laid down in the Health and Safety at Work Policy:

- Promote health and healthy habits and lifestyles in order to boost the quality of life of its stakeholders: employees and their families, clients, shareholders, investors, suppliers, the local community and society in general.
- Comply with legal and regulatory provisions in the area of occupational risk prevention, as well as other aspects related to human capital, such as fair treatment, gender equality, work-life balance, diversity and inclusion.
- Constantly improve the organisation, its workforce's working conditions and relations with other stakeholders in all aspects with repercussions for people's physical, mental and social well-being.
- Contribute to United Nations Sustainable Development Goal SDG3 (Health and Well-being) with steps intended to foster people's health and well-being.
- Train and sensitise all staff, engaging them with the Healthy Organisation Policy by prioritising communication and information, to make management in the area of Healthy Organisation part of the culture of all members of the organisation.
- Establish and keep up to date a Healthy Organisation Management System.
- Make the Healthy Organisation Policy available to all interested parties.
- In order to further define and implement this commitment, annual targets will be set to regulate progress in constant improvement of management as a Healthy Organisation.

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