

Unsafe Work Refusal Policy



STRACON is a company that provides construction services, civil projects and mining operations with high standards in all its processes; mainly in safety and occupational health management, based on the leadership and commitment of our management.

At STRACON, safety is a fundamental and non-negotiable value. The development and integral growth of our employees is our priority. In this sense, it establishes its commitment and guarantees the right of the worker to refuse to perform or stop the execution of a job that jeopardizes their integrity or that of their colleagues;

To this end, the following commitments are assumed:



1. All employees and subcontractors have the right to refuse to perform any work that they consider unsafe, as well as the duty to communicate this to their immediate supervisor, indicating the objective and/or technical reasons for which this condition is evident.



2. It is the duty of all employees and contractors to withdraw from any place or work area where there is an imminent risk to their safety or health, inform their supervisor and only return when the condition becomes safe.



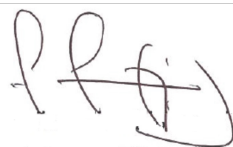
3. No employee should use equipment, tools, or handle materials if they have reasonable doubts that this could pose an imminent risk to their safety and/or health, or that of other employees or subcontractors.



4. Promote the exercise of the right to say NO by all employees when their state of health and/or physical condition is impaired due to fatigue and drowsiness or consumption of medication, a situation that must be reported immediately to the supervisor or immediate supervisor.



5. No Employee or Subcontractor shall be penalized or reprimanded for refusing to perform unsafe work.



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