

# Health, Safety & Well-Being Policy

At Amarilla, we are proud to hold the ISO 45001:2018 certification, a globally recognized standard for Occupational Health and Safety developed by the International Organization for Standardization (ISO). Achieving this certification is more than a milestone—it reflects our unwavering commitment to the safety, well-being, and success of our team and clients.

Building custom homes and iconic projects is more than just construction—it **is an Act of Love**. Love for excellence, for safety, and for every stakeholder who makes our work possible, from our team to our clients and trade partners. We foster a diverse and supportive environment where every team member can grow, and every client's vision is realized with precision and care.

Our commitment to high performance and strong values —precision, care, transparency, discipline and innovation— is embedded in our systems, processes, and culture. This integrated approach forms the foundation of an effective team, outstanding project quality, and lasting client satisfaction—together, these elements drive the sustainable growth of our organization.

## Our Broader Commitment

### Well-Being Beyond Construction

- We prioritize the well-being of everyone involved, ensuring our projects endure and create a positive impact for those who make them possible.
- We foster a **diverse and supportive environment** where every team member can grow, and every client's vision is realized with **precision and care**.

### Sustainability in Its Broadest Sense

- Sustainability extends beyond environmental impact—it **encompasses economic stability, social well-being, safety, and the pursuit of beauty**, creating lasting value in the world.
- Our integrated approach balances performance and values, ensuring a thriving team, enduring project quality, and a lasting positive impact on the communities and economies we touch.

### Commitments to Human Well-Being

- Encourage individual growth as key to our collective success.
- Promote care and respect for all individuals and their lives.

### Health, Safety & Well-Being Principles

- **A top priority** and **non-negotiable** in all we do.
- **Commitment to safe and healthy environments**, addressing risks and eliminating hazards.
- **High quality** work is inseparable from safety.
- A deep belief that **accidents are preventable**.
- **Strict adherence** to legal, moral, and ethical standards.
- No one is ever asked to undertake work **we wouldn't do ourselves** or permit a family member to do.
- **Zero tolerance** for unsafe practices.

### Continuous Improvement: Six Active Pillars

- **Innovation** drives improvement and effective risk management.
- **Courage** to embrace innovative solutions with controlled risks in challenging situations.
- **Active participation** from the entire team to strengthen our Occupational Health and Safety Management System.
- **Open, respectful communication** that fosters collaboration.
- **Ongoing training and development** to support our team's growth.
- **Regular review and updates** of systems to assess risks and identify new pathways for improvement.

By living these principles, we **set Amarilla's goals** and uphold the **highest standards** for everyone who works with us and depends on us. We commit to regularly reviewing this policy so it continues to meet the expectations and needs of all our stakeholders—today and in the future.