



OCCUPATIONAL HEALTH & SAFETY POLICY

In order to safeguard Occupational Health & Safety, prioritising the application of preventive management methodologies, the Management of FHECOR Ingenieros Consultores S.A. has developed its own Health & Safety Policy, which will apply to its entire staff. It has undertaken to fulfil the following principles:

To integrate Occupational Health & Safety as an essential value, which is why the prevention of injuries and avoidance of damage to workers' health constitute rights that need to be constantly protected in day-to-day activity, for all of FHECOR Ingenieros Consultores, S.A.'s staff, to particularly include those entrusted with management duties, who will assume and encourage the integration of safety in all of the organisation's processes.

Identify foreseeable emergency situations and develop a plan to deal with them by: establishing the actions to be carried out in said situations, using appropriate protective equipment (such as the means for extinguishing fires) and ensuring the relevant information for emergency responses is available to staff (such as safety sheets for cleaning chemicals).

Further to the principle that the occurrence of incidents and professional illnesses should be avoided or minimised, the Company has undertaken to base its preventive management, to the extent possible, on the removal of hazards and reduction of risks in occupational health and safety, in order to provide safe and healthy working conditions, always making the necessary personal protective equipment available to staff in accordance with the risks to which they are exposed and designing the different work centres considering ergonomic criteria.

To establish criteria directed towards a preventive policy model that is integrated into the Company's organisational structure, able to encourage workers' consultation and participation in issues related to their health and safety, ultimately in order to increase and improve safety standards and reach the targets set.

To fulfil any current legislation and regulations governing its activities, to also include any other legal requirements that may apply and any other regulations or requirements voluntarily subscribed by the organisation in relation to Occupational Health & Safety. For example, at FHECOR Ingenieros Consultores S.A the tolerance for alcohol and drug consumption during the work day is zero.

In order to promote safe conduct in the Company's activities, workers will be provided with all existing information on the risks inherent to their work, and will be accordingly trained on the means and measures to be adopted to ensure adequate prevention.

In order to ensure that the Company's Occupational Health & Safety Policy is effectively implemented, the necessary resources will be assigned and their use adequately planned.

To ensure continuous improvement in the Occupational Health & Safety Management System and performance in the matter, to include the prevention of injuries and damage to health.

FHECOR Ingenieros Consultores, S.A. undertakes to guarantee maintenance of this Occupational Health & Safety Policy, to circulate it amongst all workers and interested parties, and to periodically review it in order to accordingly adjust and modify it, thereby providing a framework in which to establish and check objectives and goals in health and safety matters.

1st. This document may not be assigned or copied without FHECOR Ingenieros Consultores's written authorisation.
2nd. This document will be uncontrolled if printed. The current version is filed as an MC document in the SAP R3 system.