

COMMITMENT

Labour Health and Safety of all the workers placed under GES' responsibility are **basic and mandatory ethic requirements for the development of the company's business and our utmost strategic priority.**

Labour Health and Safety within GES is a key part of the **Executive responsibility of the overall command chain**, from the Chief Executive Officer to any field worker. **Recognition and promotion** of employees within GES will be closely **linked with utmost respect of such responsibility.**

As a result, **no Director, Executive or Employee of GES will remain in position if they do not show a suitable level of management of Labour Health and Safety of the persons under their responsibility.**

PRINCIPLES

- We commit ourselves to work to **eliminate hazards** and **reduce the risks** for the health and safety of our workers, by providing safe and healthy working conditions, in order to **prevent** any work-related injury and ill health of our professionals, both own and subcontracted, understanding that **all accidents and occupational diseases can and should be avoided.**
- We consider it **everybody's task** to ensure the occupational health and safety of all GES workers; this being an **executive responsibility of line management.** Each employee is responsible for their own safety and the safety of all the workers under their responsibility.
- We adopt **continuous improvement** as the engine of our Management System for Prevention of Labour Risks. As a result, we will identify risk situations through audits, inspections, incident reports...and we will set **objectives and improvement plans**, which allows us to measure the organization's performance and meet the needs of the stakeholders.
- Planning of activities and management model in accordance with the requirements of the ISO 45001: 2018 standards, **identifying and managing risks and opportunities obtaining a preventive and planned system.**
- Our commitment is based, as a minimum rule, on compliance with applicable **existing legislation**, as well as with the specific requirements of clients and other requirements the Organization has subscribed to.
- Within the commitment assumed by its adherence to the European Road Safety Charter, we wish to contribute to the **reduction of traffic accidents** by adopting measures aimed at training, advising and making all the workers aware of **respecting traffic regulations and to exercising responsibility when driving.**
- We recognize that **training and skills** of the personnel are fundamental for creating a preventive culture, which is a key factor for accident prevention. All GES' employees have the right to receive the necessary training and skills for their development as professionals and they have the duty to apply them in their daily work.
- We are open and transparent in our **communications.** The Management System for PRL will be known, understood, developed and implemented by all the levels of the Organization.
- In order to achieve a greater involvement of workers in the Occupational Health and Safety Management System, we encourage **consultation** and **participation** of these and/or their representatives in decisions related to the Management System.
- We guarantee **maintenance and periodic review** of this policy, its **transmission** to all GES employees, all stakeholders and at everyone's disposal. GES' Top Management will provide the resources necessary to implement such Policy.

Bilbao, 7th February 2022

Jose Luis García Donoso - CEO