

## 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.



Zamudio, 07 de Febrero de 2020

Fdo: Ricardo Leal Cordobés



## CONTROL OF MODIFICATIONS.

Nº	DATE	CONTENT OF THE MODIFICATION
00	30/06/2017	<ul style="list-style-type: none"> <li>▪ Initial elaboration after the change in coding of the management system due to the change of management and strategy due to the purchase of GES by the CL Group.</li> </ul>
01	31/01/2019	<ul style="list-style-type: none"> <li>▪ Modification in the drafting including risks and opportunities and other elements from the new 2018 versions of UNE-EN ISO 45001.</li> </ul>
02	10/01/2020	<ul style="list-style-type: none"> <li>▪ Modification in the wording to comply with point 5.2 of ISO 45001: 2008, including the commitment to eliminate hazards and reduce risks and to consult and involve workers. It is verified that the development of the Prevention Policy includes the points of section 5.2 of the mentioned norm:               <ul style="list-style-type: none"> <li>a) Includes a commitment to provide safe and healthy working conditions for the prevention of work-related injury and ill health and is appropriate to the purpose, size and context of the organization and to specific nature of its Occupational Health and Safety risks and opportunities</li> <li>b) Provides a framework for setting Occupational Health and Safety objectives</li> <li>c) Includes a commitment to fulfil legal requirement and the other requirement</li> <li>d) Includes a commitment to eliminate hazards and reduce Occupational Health and Safety risks</li> <li>e) Includes a commitment to continual improvement of the Occupational Health and Safety management system</li> <li>f) Includes a commitment to consultation and participation of workers, and, where they exist, workers' representatives.</li> </ul> </li> <li>▪ Signature of the new CEO of the Company Ricardo Leal Cordobés</li> </ul>