

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 work to **prevent any damage or deterioration to the health** of our workers, be they our own or sub-contracted, understanding that **all employment accidents and illnesses can and must 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 and improvement opportunities through audits, inspections, incident reports... and we will set **objectives and improvement plans**, which allows us to measure the organisation's performance.
- 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 Organisation 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 PLR will be known, understood, developed and implemented by all the levels of the organization.
- 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, 30th June 2017

José Luis Morlanes – CEO

