

## OCCUPATIONAL HEALTH AND SAFETY POLICY

One of the essential objectives of the **Cobra Group's** Occupational Health and Safety policy, integrated into its general policy, is to provide healthy and safe working conditions at the highest levels of protection for its personnel and in complete compliance through a spirit of prevention with the provisions of current laws and its customers' commitments in this area.

This policy, the main aim of which is to ensure the protection of workers' Health and Safety, shall be transmitted to the entire Organisation and individually adopted by each and every one of its employees as part of their ongoing improvement work, including the following **COMMITMENTS** to Occupational Health and Safety:

- Commitment to provide safe and healthy working conditions for the prevention of work-related injury and deteriorating health: Health and safety are our foremost value. Nothing is more important than human lives.
- Commitment to **comply with legal requirements**: Applicable laws and internal and other internal and customer requirements relating to occupational health and safety shall be observed and enforced.
- Commitment to eliminate hazards and reduce risks: **All work must be done in a 100% safe manner. If there are any doubts or discrepancies, all work must be halted.**
- Commitment to **continuous improvement** of the Occupational Health and Safety Management System.
- Commitment to **consultation and engagement of workers and their representatives**: In addition to the channels established in this regard, to encourage **reporting of incidents**, unsafe acts and conditions and **actions to improve safety**, as this is a tool for the active involvement of workers.
- Commitment to **education, training, and information**: Cobra Group undertakes to train its employees so that they can carry out their work in a safe manner and to inform them about all aspects that may compromise the health and safety of people as a result of its business activity.
- Commitment with **contractors**: The level of protection for the employees of contractors shall be equivalent to that provided by the Cobra Group to its employees, through effective **coordination of business activities**.

Occupational Health and Safety objectives are established based on compliance with these commitments, with which the Cobra Group's management fully relates.

**The Cobra Group Health and Safety Plan, which includes these commitments and the procedures implementing them, is imperative and of mandatory compliance.**

**Mr José María Castillo Lacabex**

**CEO**