

OCCUPATIONAL HEALTH AND SAFETY POLICY

One of the essential objectives of the **Cobra Group's** Occupational Health and Safety policy is to provide safe and healthy working conditions at the highest levels of protection for its workers, in full compliance with current legislation and its customers' commitments in this area.

The Management of the Cobra Group firmly upholds the following **COMMITMENTS** to Occupational Health and Safety:

- Commitment to providing safe and healthy working conditions: **Health and safety are our foremost value. Nothing is more important than human lives.**
- 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 **strict compliance with legal requirements** and the highest standards of occupational health and safety.
- Commitment to **continuous improvement in safety culture and the core principles** of the Occupational Health and Safety Management System:
 - **Consider safety** in all decisions made, particularly during the pre-task talk.
 - **Monitor** activities in the field to provide support and encourage safe habits and behaviour.
 - **Report** any incidents relating to occupational safety (IR) as a key driver for the continuous improvement of the safety culture.
- Commitment to **consultation and participation of workers and their representatives.**
- Commitment to **education, training and information**: Each Operational Unit is committed to educating, training and raising awareness among its teams.
- Commitment to **contractors**: The level of protection for the workers of contractors shall be equivalent to that provided by the Cobra Group to its workers, through an effective **coordination of business activities.**

This policy must be disseminated throughout the Organisation and adopted individually by each and every worker.

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CEO