



## HEALTH AND SAFETY POLICY

The Health and Safety Policy of Industrias Alegre, S.A. aims to promote the improvement of working conditions, aimed at raising the level of protection of health and safety at work, integrating prevention activities within the set of technical and organizational processes, with the participation of all hierarchical levels (Integrated Prevention), in order to improve the quality of work and to avoid injuries and occupational diseases that workers may suffer.

The responsibility in the exercise of the safety function reaches all levels and all the personnel of the company, it is measured and analysed by means of indicators of incidents and accidents, and must be exercised with the seriousness, firmness, effectiveness and competence as any other performed function.

Starting from the commitment of the company's management, each manager, within its level of hierarchy and as a condition of its position, has the responsibility to provide each worker a reasonably safe, healthy and ergonomic work environment by using:

- Adequate and safe means and equipment.
- The relevant instruction and way of working.
- The necessary training and teaching.
- The required labour, safety and emergency standards.
- The most safe maneuvers and situations, including handling of chemicals and fire protection.
- The required personal protective clothing and equipment

Likewise, each manager has the obligation to create, through his personal example, the conscience and the environment by which each and every one of the workers share the concern for their own safety and that of their colleagues and for the prevention of possible material losses of the company in their assets, facilities and properties.

At the same time, it corresponds to each worker to:

- Properly use the means with which he develops his activity.
- Correctly use the means and protective equipment provided.
- Know and accept the work processes for the different products and media.
- Do not put out of operation and correctly use existing safety devices.
- Inform immediately your direct hierarchical superior and prevention delegates about any situation that involves a risk.
- Cooperate with the management of the company so that it can guarantee safe working conditions.



The exercise of prevention and protection, as a collective task of management, managers and workers, tries in short to avoid personal injuries, facilitate industrial hygiene, promote occupational health, protect property and facilities against damage and prevent catastrophes and incidents, in the pursuit of that great final goal of "zero accidents".

It is the desire, intention and commitment of the management of Industrias Alegre, S.A. to continue working intensively for safety, complying with current legislation and collective agreement and applying the Law on the Prevention of Occupational Risks and its implementing regulations.

All this is not enough to achieve the objective indicated, but with the essential collaboration of everyone, which is strongly requested, with the security of having the dedication and effort required for such a noble purpose, Industrias Alegre, S.A. thanks in advance your collaboration.

The management of the company will protect the management of the RLT in order to ensure its work independently ensuring that the entire established prevention system is maintained.

Jose Enrique Careaga Sánchez

CEO Industrias Alegre S.A.