

## OCCUPATIONAL HEALTH AND SAFETY POLICY

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**PUBLICATION DATE:** 1<sup>st</sup> of February, 2016

**DATE REVIEWED:** 13<sup>th</sup> of January, 2022

### SCOPE OF APPLICATION

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This policy shall apply to Grupo Empresarial IC S.L. and the companies that comprise it, hereinafter "Grupo IC", as well as the members of the board of directors and all employees of the companies that comprise Grupo IC.

### OBJECTIVE

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To create a safe working environment for all.

### COMMITMENTS

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Strict compliance with current legislation and standards.

Creation of Health and Safety plans prior to the start of works, implementing risk assessment procedures as well as control measures to ensure compliance with all the measures established in the plan.

To ensure and facilitate access to OHS information for all our employees.

To carry out all necessary training activities, as well as to provide the necessary tools, to all our employees, with the aim of making them aware of the importance of OHS and the risks associated with each of their jobs.

To provide the company and workers with the necessary human and material resources to ensure safe working conditions.

To apply our OHS commitment to suppliers and subcontractors by incorporating OHS-related criteria in our approval process.

To maintain a central focus on measuring, monitoring and reporting, with the objective of verifying the effectiveness of and compliance with the established measures.

To integrate OHS into our overall management system, so that prevention is incorporated into all of Grupo IC's activities.

A handwritten signature in blue ink, appearing to read "A. Miró Cuello".

Alberto Miró Cuello

CEO