

OCCUPATIONAL RISKS PREVENTION POLICY

MAKIBER S.A. and its subsidiaries ("MAKIBER") adhere to the undertaking set out in the Occupational Health and Safety (OHS) Policy of the **COBRA I.S. Group**, of which they are members, and the *VINCI Manifesto* and *Key Essential OHS Measures* of the **VINCI Group**, of which the COBRA I.S. Group is in turn a member.

Makiber's occupational health and safety policy is based on a commitment to set up and maintain a high level of occupational health and safety to avoid personal injury, promoting occupational health and safety and safe working conditions, thereby pursuing the goal of "zero accidents", and at all times complying with the current legislation, the applicable health and safety regulations and other requirements, with a view to achieving continuous improvement year after year in balance with the company's social and economic needs.

MAKIBER defines in the following points its health and safety policy:

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- Fostering the awareness, consultation and participation of all workers in questions related to occupational health and safety management, thus achieving a participative and coordinated system to prevent occupational risks where all workers are involved.
- Compliance with international health and safety regulations and those of each country as well with other requirements set by the **MAKIBER** prevention service.
- Analysing the risks inherent to every situation and task in order to determine the most appropriate procedures and work planning in each case, in order to minimise those risks.
- Informing and training workers on the risks inherent to their jobs as well as the means and measures to be adopted for their prevention.
- Preventing workers' injuries and monitoring their health.
- Promoting continuous improvement of the OHS management system.
- Allocating the necessary resources and suitably plan their use.
- Investigating any accidents and incidents that occur, putting action plans into practice to prevent their repetition.

Management is convinced that the entire human team understands the importance of this document and will integrate it into their working style. This policy will be updated periodically to adapt it to changes.

Management not only leads the occupational health and safety management system implemented but will provide the necessary resources to achieve the undertakings under this policy and the targets set annually.

Madrid, 03 January 2022



Signed: : César San Pablo de Diego
Managing Director