

## Occupational hazard prevention policy

Ineco's Board ratifies the following action concerning Occupational Risk Prevention, which is to be applied in every activity of the company, both within the country and abroad.

1. Working staff life, physical integrity and health are rights the protection of which is to be constantly ensured in everyday interaction for all those working in Ineco and especially for those who, at every hierarchy and job position, perform management tasks.
2. Ineco's directors set forth a preventive policy based in a scientific, comprehensive, integrated and participative prevention model. To this end, it has a hazard prevention service provided with suitable means to accomplish its goals and achieve continuous improvement of management and performance of Safety and Health at Work.
3. Based on the principle stating that **all work-related accidents, incidents and illnesses may and must be avoided**, Ineco undertakes to accomplish a high safety and health at work level, not only complying with current relevant legislation, but also conducting actions which would increase the workers' degree of protection established by regulations should it become necessary.

This commitment shall be expressly declared and shall be one of the key issues included in the company's general policy

4. The executive and management team shall take on and encourage the integration of safety in all of Ineco's activities, setting as a basic principle the fact that safety must be guaranteed regardless its effect on productivity. Nevertheless, it must not be disregarded that the preservation of material and human resources is an essential element to reduce costs. To this end, Ineco undertakes to at least observe the applicable legal requirements, and other requirements that Ineco endorses and which are related to its hazards in terms of Workplace Safety and Health.
5. With the purpose of promoting a safe behaviour in the activities developed, workers shall be provided with all the existing **information** on the risks inherent to their job, as well as with the necessary **training** on the means and measures to be adopted for their proper prevention.
6. Likewise, the **involvement** of all workers shall be encouraged in matters related to occupational risk prevention, as they are the ones who know the tasks they perform in depth and, therefore, they are the most suitable to contribute with ideas as regards the safest way to carry out their activities.
7. In order to achieve an efficient implementation of Ineco's occupational hazard prevention policy, the necessary resources shall be assigned and use thereof shall be properly planned.

Finally, INECO is strongly committed to integrating prevention in the company's organizational structure, so that prevention is not excluded from productive organization, thus intending to do more than merely complying with basically documentary requirements.