

## ***HEALTH AND SAFETY POLICY***

The protection of the health and integrity of workers is a value of ZANINI, and its commitment encompasses all the centers of the group.

All the members of the ZANINI team are committed to working to preserve the safety and health of the workers and for this the following commitments are assumed::

- Provide safe and healthy working conditions for the prevention of injuries and deterioration of health related to work, as well as the appropriate personal protection equipment and fire protection established by current legislation.
- Comply with current regulations by controlling and supervising operations, from their initial design to their final execution.
- Eliminate hazards and reduce occupational health and safety risks, including those related to the safety of equipment and machines, as well as those derived from the possible handling of chemical products.
- Promote the study and application of new, less dangerous technologies and jobs that are more adapted to workers, paying attention to ergonomic risks.
- Establish health and safety objectives through a preventive plan, developing action plans to achieve them and allocating the necessary resources.
- Promote a preventive culture through information and training of all staff in order to achieve an improvement in safety and working conditions, also of our collaborators.
- Create an adequate framework and channels for the consultation and participation of employees and worker representatives.
- Raise awareness and involve our subcontractors to achieve compliance with this Policy.
- Identify emergency situations, establishing the response actions to be carried out, as well as training and informing the personnel involved on how they should respond in the event of an emergency and carry out periodic tests of the response capacity.
- Report, investigate and take action to determine and manage incidents and nonconformities so that they do not recur or occur elsewhere.

This Policy will be communicated to all staff in addition to being available to the public through our website.

Jordi Torras

CEO Group

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