

OCCUPATIONAL HEALTH AND SAFETY POLICY



The main aim of this policy is to guarantee health and safety, by promoting a preventive culture among all of the people who work in CAF



Vision of occupational health and safety

The initiative to “integrate occupational risk prevention into the company’s culture” has been implemented under the framework of CAF Group’s (hereinafter “CAF”) Strategic Plan. CAF’s Vision of Occupational Health and Safety has been designed and drafted as part of the project and is described as follows:

“At CAF we will build a positive preventive culture through the leadership of management and the chain of command and, by involving staff, ensure safe and healthy workplaces, where people serve as an example of self-care and care for others, as well as for the workplace environment”.

Objective

CAF recognises that its operations may pose risks to people’s health and safety, and will adopt initiatives to enhance safety, promoting measures that will help to protect people, workers and subcontractors, from occupational hazards.

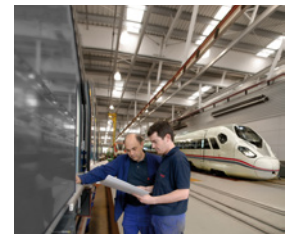
The main objective of the Occupational Health and Safety Policy is to guarantee health and safety, conveying to our stakeholders our Commitment to People as stated in CAF’s Sustainability Policy, in which CAF pledges to employ the necessary resources to eliminate or reduce occupational risks, promoting a preventive culture among everyone who works at CAF.

Consequently, CAF responds to its health-and-safety-related commitments to its staff and stakeholders in general through a transparent approach to communication and information.

Scope

The Occupational Health and Safety Policy covers all companies that are part of the CAF, as established in article 42 of the Code of Commerce, in all jurisdictions in which CAF operates and it applies to all of the Group’s employees.

In those subsidiaries that do not belong to the CAF, the Company will endeavour to ensure that the principles, guidelines and limits are consistent with what we have established in this policy, according to the legislation applicable in each case.



Basic occupational health and safety principles

To fulfil its commitments, CAF will be guided by the following basic principles of action:

- Build a positive preventive culture through the leadership of management and the chain of command, and with the consultation and participation of staff.
- Establish or reinforce those Occupational Health and Safety Management Systems focused on ongoing improvement, and which contribute to the company-wide incorporation of preventive culture.
- Respect the occupational risk prevention regulations in place in the countries where CAF operates and, insofar as possible, anticipate the application of new regulations and comply with the commitments voluntarily made by the group regarding occupational health and safety.
- Identify and continuously assess the working conditions of CAF's operations to create safe and healthy working environments.
- Clearly report on occupational health and safety results and initiatives, maintaining the appropriate channels to encourage communication with staff and stakeholders in general.

Monitoring and control

The Executive Committee is responsible for ensuring compliance with this Policy, under the leadership of the signing management, for which purpose the relevant internal control mechanisms defined in the Occupational Health and Safety Policy Development Manual will be established.

Approval and publication

This Policy is approved on 24/03/2021, the date on which it goes into effect, by the Human Resources Department.

To make its content available to both interested parties and those for whom it is intended, this Occupational Health and Safety Policy will be published on the company's website (www.caf.net), as well as on the CAF Group's intranet.



Date: 05/05/2022
Signed: Gorka Zabalegi Aginaga
Chief Human Resources Officer