

HEALTH AND SAFETY AT WORK POLICY

BORGES INTERNATIONAL GROUP, through the establishment of its prevention policy, is committed to implanting and developing a Health and Safety at Work system, to be integrated within all its activities and decisions, including technical processes, the organisation of work and the conditions under which work is executed, at all hierarchical levels. The Health and Safety Policy affects people company employees, work locations and work equipment. With regard to the same, BORGES INTERNATIONAL GROUP assumes the following commitments:

- To comply with the applicable Health and Safety at Work legislation, legal and other requirements.
- To provide safe and healthy working conditions in order to prevent workplace injuries and the deterioration of health at work in accordance with the purpose, size and context of the organisation and the specific nature of its risks and its opportunities for continuous improvement in terms of prevention.
- To involve all personnel within the organisation in the responsibility of Health and Safety at Work management and the objectives established for the same, including contractors and employees, in an active commitment to improve the working conditions of its employees.
- To encourage the participation, provide information and training and answer the queries of all personnel and employee representatives, as well as those of temporary and external employees who work at our facilities.
- To promote the continuous improvement of the Health and Safety at Work management system.

Company managers shall apply the measures within the general duty of prevention, in accordance with the following general principles:

- To prevent risks, evaluate those which cannot be prevented by dealing with them at source wherever possible.
- To plan prevention, seeking a coherent balance that integrates techniques, work organisation, working conditions, social relations and the influence of environmental factors in the workplace.
- To adapt the job to the person, with particular reference to the design of work positions, and the choice of work teams and work and production methods, in order to minimise monotonous and repetitive tasks and reduce the effects of the same on the health of the employee.
- To take into account the evolution of techniques and eliminate hazardous tasks in favour of low-risk or risk-free tasks, adopting measures that prioritise collective protection over individual protection.
- To provide the required guidance to employees.

David Prats
General Manager
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