

Preventive Culture Policy

The Management and staff of GRUPO TAMOIN, S.A., we remain committed to promoting and consolidating the safety and health culture among our employees, customers, sub-contractors and the communities in which we develop our Projects, conveying this action principle from all the companies that form the GRUPO TAMOIN, S.A. and to this avail extend our understanding on the different occupational hazards that could occur, and encouraging responsible behaviours of all the people involved in them.

All aimed at ensuring that the development of the works are carried out with utmost guarantees of safety and health for all those involved in such Projects, that enable us to reach our main goal of zero incidents regarding safety and health. Therefore, in order to achieve this within the actions taken we have defined our Preventive Culture Policy.

The following principles will be followed:

- Our employees' health and safety go towards our business activity's best performance, preserving the physical and human resources, and reducing the losses and the legal liabilities resulting from the materialisation of occupational hazards.
- The preventive activity will be focused on raising awareness among the employees concerning how important it is to comply with the occupational hazards prevention plan, that has as priority to ensure the best working conditions and prevent or minimise the occupational risks. Likewise, the plan will help with the tasks of analysing and assessing contingencies, as a diagnostic tool for future preventive tasks.
- The determination of the preventive measures will be performed trying to take action on the origin of the risks and if the case, giving collective protection priority over the individual one and it will take into consideration any additional risks entailed, and only to be applied when the scale of such risks is substantially lower to those expected to be controlled and there are no other safer alternatives.
- The choice of the equipment and the working and production methods, will be carried out bearing in mind the reduction of their effects on the workers' safety and health.
- Prevention Planning will seek a coherent set that integrates technique, work organisation, work conditions, social relationships and the influence of environmental factors at work.
- The employees are guaranteed theoretical and practical training to carry out their functions and safe actions will be encouraged among the employees, promoting awareness raising and involvement.
- Necessary human and material resources will be provided to develop the preventive action.
- It is mandatory for the external staff to abide with the established safety regulations in accordance with the coordination of business activities and making them participate in the implemented preventive culture.
- The compliance in the applied regulations will be ensured and in all cases the achievable safety standards will be assessed in accordance with the current level of the technique.
- The employees have the right to participate actively in the matters regarding risk prevention at work, this avails of legally established representative channels.

These principles, to be shared with all the companies that form part of GRUPO TAMOIN S.A. will serve as guidance so as to identify the goals that, on an annual basis, will be set in accordance with the continuous improvement criteria, to ensure this Company Preventive Culture Policy is complied with, thanks to the effort and collaboration of all the employees and managers and bearing the support of the Company's management team.