

Code of Conduct of Grupo Tamoin staff

It includes the obligations contained in the law in regards with Safety and Health at work

- **To be responsible** carrying out our work, with our customers, with our suppliers, with our work colleagues. To respect the facilities where we work.
- **To commit** to a well done job, with safety, quality and respect to the environment.
- To strictly follow the protocols in case of accident or incident. The communication of accidents **should be immediate**, providing all the information to your head and/or preventive resource in order to take the appropriate measures to avoid it happening again.
- It is each worker's responsibility, to ensure, according to their capabilities and by means of the **compliance with the preventive measures** that in each case should be adopted, their own safety and health at work and for the other people that could be affected by their professional activity, due to their acts and omissions at work, in accordance with their training and with the instructions received.
- **To use properly**, in accordance with their nature and foreseeable risks, the machines, devices, tools, hazardous substances, transport equipment, and in general, any other means used with which their activity is carried out.
- **Use in a correct way** the means and protection equipment provided by GRUPO TAMOIN, S.A. in accordance with the instructions received.
- **Do not put out of order** and use accordingly the existing safety devices or that are installed in the means related to their activity or on the work-sites the work takes place on.
- **To report immediately** to their direct hierarchic superior, and/or workers appointed to carry out protection and prevention activities or, in the case, to the prevention service, about any situation that, to your knowledge, entails, due to reasonable grounds, a risk for the workers' safety and health.
- **To contribute to the compliance** of the obligations set by the relevant authority in order to protect the workers' safety and health at work.
- **To cooperate** with the employer so that they can guarantee safe work conditions and that do not entail risks to the workers' safety and health.
- To cooperate by **adequately handling the wastes** and reducing the consumption of resources.
- **To keep all clean and tidy** so as to have the best working conditions.

The non-compliance on behalf of the workers of the obligations in regards with the risk prevention referred to in the aforementioned sections will be considered **labour non-compliance** to the effects provided by article 58.1 of the Workers' Statute or misconduct, in its case, as set forth in the Collective Agreement's disciplinary code.



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