

HEALTH AND SAFETY AT WORK POLICY



ELECTREN, a company owned by **VIAS GROUP**, specializes in engineering, installation and maintenance of energy systems for the railway. Our compromise is the continuous fulfillment of the legislation and other voluntarily subscribed requirements as well as the continuous effectiveness of preventive measures for both ours and subcontracted activities (including self-employers).

Our policy is based on the standard OHSAS 18001, broadly known and recognized, that allows a third party certification.

Management compromises to implement and monitor the main preventive measures that contribute to the general aim of health and safety for all the employees, including subcontractors and the employees of subcontracted companies, which are the following:

- To be a leader in implementing the company's policies.
- To monitor the Health and Safety management system implementation and effectiveness, through key points as training program achievement and accidents statistics.
- To inform, induct and train our employees (and those of subcontracted companies) in the relevant risks to their activities and the risks associated with the workplace, in both normal, abnormal and emergency situations.
- To actively control the working conditions, applying safe systems of work (collective protection, PPEs, machinery guarding, sufficient and proper plant and machinery, loading helps, storage spaces, etc.), continuous hazard spotting and measurement of the efficiency of any action taken.
- The permanent supervision of the subcontracted works within our workspaces, checking the mandatory fulfillment of the legal and technical requirements and participating actively in the health and safety coordination of periodic meetings.
- The continuous updating of the risk assessment and preventive measures program, readjusting the workpackage plans as needed.
- Encouraging the participation and consultation of the workers in health and safety topics, the active communication and the raising of any issues regarding deficiencies, and unsafe conditions or acts, especially within the construction works.
- Planning the tasks in advance to prevent excessive pace due to delays, and workers fatigue.
- Allocating all the needed resources for the above general objectives.

Those who raised health and safety issues will not be prosecuted by **ELECTREN**, and will be supported by the company. The issues will be thoroughly investigated.

This policy will be actively communicated to every employee, including subcontractor's employees. This policy represents the maximum compromise of the company at all levels, including the allocation of the human, technical and economic resources needed.

It is the responsibility of every employee to cooperate with the fulfillment of this health and safety at work policy.

Madrid, 6th February 2015

Miguel García-Inés
Managing Director

