

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

The ELECTREN Management, through the issuance, approval and publication of this policy, establishes its commitment to the following lines of action:

- Prevent damage and deterioration of health due to work.
- Comply with the regulations applicable to the activity, as well as the voluntarily accepted agreements and norms, and requirements agreed with clients.
- Provide the necessary resources for the deployment and achievement of these objectives, including the provision of human, technical and economic resources determined as necessary.
- Define the responsibilities of the different areas, as well as the precise controls to monitor the effectiveness, so that indicators and records that demonstrate the continuous improvement in the management of the company are reported.
- Integrate the culture of prevention and safe work throughout the organization. Likewise, integrate all participants in the supply chain (subcontractors, suppliers, machinery rental companies, etc.) into the standards, good practices, and procedures applied by ELECTREN.
- Document, spread and inform all parties involved about the working methods and the precise controls to achieve the periodic and strategic objectives.
- Support any initiative, complaint or claim that is exposed in relation to the health and safety conditions related to the company's workers.
- Define objectives for the company, and reduce the risks to it, in terms of occupational safety and health. The strategic objectives that will be the basis for the definition of periodic objectives are:
 - Reduce accident rate.
 - Health promotion and fight against absenteeism due to common illness.
 - Consultation and active participation of all interested parties.
 - Improve information and training that improve safety and health at work.
 - Reduce excessive fatigue at work and the risk of accidents due to physical or mental load.
- Improve the overall performance of the organization in terms of safety and health and achieve continuous improvement in management.

This Health and Safety Policy, communicated to all employees, subcontractors or self-employed workers, represents the commitment of the company and senior management, in their leadership to comply with the defined lines of action.

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, 18th June 2019


Sergio Jiménez Pinilla
Managing Director

