

## HEALTH AND SAFETY

Spiecapag recognises health and safety as intangible values of its business. As part of this recognition ten principles have been established to promote the businesses fundamental Health and Safety requirements and assist us in achieving the goal of **"ZERO ACCIDENT"**.

These ten principles are applicable to all Spiecapag entities and shall be implemented through the establishment of "Cardinal Rules" (or golden rules) decided by and for each entity. Whilst some of these Rules are created and adapted for each entity, the General Management may establish a set of fundamental Rules that remain applicable to everyone.

Spiecapag's Health and Safety Management System has been established in accordance with the requirements of the international Standard ISO 45001. Spiecapag's system establishes all the obligations, such as legal compliance, and the resources and processes available to assist with attaining the objectives and continuously improving the Health and Safety performance.

I am personally committed to providing and making available any resources required to ensure the efficient application of the ten principles that will assist all the employees in accomplishing the "Health and Safety" objectives.

I will require every employee of Spiecapag to participate and promote the safety culture, so we can attain the common objective, enhancing "Health and Safety" for all. The efforts and actions taken by the personnel of Spiecapag will be continuously evaluated via the annual Performance review Process.

I will review the results of the Performance Review, which will enable Spiecapag to identify the strengths and the areas where improvement shall be made regarding our "Health and Safety" policy.

This policy will apply to all Spiecapag employees without exception, to all entities working under the responsibility of Spiecapag and will also be communicated to any entities involved with the activities of Spiecapag.

January 5th, 2021.



**Bruno Guy de Chamisso**  
Managing Director

**LES 10 PRINCIPES SANTÉ ET SÉCURITÉ DE SPIECAPAG**  
**THE 10 SPIECAPAG HEALTH AND SAFETY PRINCIPLES**  
**LOS 10 PRINCIPIOS DE SPIECAPAG EN MATERIA DE SALUD Y SEGURIDAD**

1. Tout accident ou incident peut être évité.  
*All accidents or incidents are avoidable.*  
Todos los accidentes o incidentes pueden evitarse.
2. La santé et la sécurité sont une responsabilité personnelle et collective.  
*Health and safety is a personal responsibility as well as collectively.*  
La salud y seguridad es una responsabilidad tanto personal como colectiva.
3. L'exemplarité est une clé du succès de la sécurité.  
*Example is the key to safety success.*  
Ejemplaridad es la clave para el éxito en seguridad.
4. La sécurité est source de réussite professionnelle.  
*The safety is a basis for career success.*  
La seguridad es la clave para el éxito profesional.
5. La santé et la sécurité hors du travail sont aussi importantes qu'au travail.  
*Health and safety out of working hours is as important as at work.*  
La salud y seguridad es importante tanto en horas laborales como no laborales.
6. Une analyse de risque est toujours réalisée avant de commencer un travail ou une activité.  
*A risk analysis is always performed before starting any work or activity.*  
Un análisis de los riesgos está todavía realizado antes de empezar un trabajo o una actividad.
7. Chaque employé a reçu une formation santé et sécurité adaptée à son métier.  
*Each employee has received health and safety training adapted to his/her job.*  
En materia de salud y seguridad, cada empleado ha recibido un curso de formación adaptado a su trabajo.
8. Tout travail ou activité est réalisé par du personnel compétent.  
*Any work or activity is carried out by qualified personnel.*  
Cada trabajo o actividad está efectuado por personal cualificado.
9. Les règles de santé et de sécurité sont comprises et appliquées par tous sans distinction.  
*The health and safety rules are understood and applied by all without distinction.*  
Las reglas en materia de salud y seguridad se entiendan y aplican por todos, sin distinción alguna.
10. Tout accident ou incident fait l'objet d'une analyse et d'un plan d'action dont l'efficacité est vérifiée.  
*Any accident or incident is the subject of an analysis and an action plan; so, effectiveness is verified.*  
Cada accidente o incidente está sujeto a un análisis y un plan de acción; así la eficacia está verificada.

05/01/2021.