



Occupational Risk Prevention Policy

Committed to health and safety at work

June 2018



INDEX

1. Purpose	3
2. General objectives and guidelines	4

At CIRSA, occupational health and safety are a priority commitment and a basic pillar in our business strategy.

1. Purpose

The Occupational Risk Prevention Policy aims to achieve a safe and healthy work environment, so that all activities carried out or services provided in its workplaces are protected against unacceptable risk situations that may affect employees. the safety or health of workers.

2. General objectives and guidelines

To achieve its objectives, the company assumes and promotes the following basic principles that must be integrated into all its activities:

- a) Respect the basic pillars of Occupational Risk Prevention of the company:
 1. The permanent commitment of the management structure is the essential factor for the prevention system to be successful.
 2. Health and safety protection is an integral part of general management and is as important as human relations, quality, costs, production or customer service.
 3. The safety of workers must always prevail and the necessary resources must be allocated to this end.
- b) Rigorously analyze accidents and incidents that can be prevented, no matter how insignificant they may seem, in order to detect unsafe acts and dangerous conditions, and be able to determine corrective actions.
- c) Establish and implement a continuous improvement system based on a periodic and systematic evaluation of the conditions of Safety, Hygiene, Ergonomics, Psycho-Sociology and Health Surveillance.
- d) Promote preventive culture through:
 1. Development of a continuous and progressive training program in the prevention of occupational risks and permanent training of employees, in order to involve each worker and raise awareness about the impact of their work on the safety of people, processes and facilities.
 2. Promotion of behaviors that are respectful of the safety and health of workers.

- e) Develop and implement an occupational risk prevention management system in order to ensure complete integration into all the company's management systems. This system must contemplate:
 - 1. Adequate identification, evaluation and effective control of the risks associated with work.
 - 2. The adaptation between the employee and his job through health monitoring and training of workers.
 - 3. The integration of occupational health and safety criteria in all areas of the business, in all work methods and in all decisions, so that managers, technicians, managers and workers assume their responsibilities in preventive matters.
- f) Guarantee that compliance with the legal and labor framework, as well as its own internal regulations regarding the prevention of occupational risks, will be present in all company decisions.
- g) Require compliance with the safety standards established to guarantee the safety of workers from other companies that carry out work in our centers.
- h) Encouraging the participation of all workers in the promotion of safety and health is essential to guarantee the success of the system.

CIRSA assumes the above as a guarantee of improvement and growth.

This Occupational Risk Prevention Policy has been updated by the Corporate HR Director and the Director of Occupational Risk Prevention on June 11, 2018.

