



## **Principles in Labor Risk Prevention**

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## Principles

Criteria Caixa, S.A.U. is aware of how important working conditions are for the health and safety of its employees. It therefore makes a significant effort, within the framework of its responsibilities, promoting and carrying out initiatives to improve this aspect.

The main purpose of the policy is the **improvement of results and the development of the management system of the prevention** so as to raise the standard of health and safety and the well being of all employees and personnel who work for the entity.

Criteria's occupational health and safety policy is implemented through the following:

- Integrating preventative action to all conduct and decisions across all levels, based on correct planning and implementation of the Occupational Health and Safety plan.
- Ensuring correct supervision of the standard of health of all employees and personnel who work for the entity.
- Training, informing and engaging all employees and personnel.
- Encouraging queries from employees and their participation in managing occupational health and safety, promoting actions which are not just limited to correcting any risk situations detected.
- Ensuring that all employees and personnel who work for the entity adhere to the established rules and measures.
- Establishing a risk prevention system with adequate resources to achieve its aims, pursuant to prevailing occupational health and safety legislation.

Occupational health and safety is a key factor. Therefore, to achieve these objectives we assign the necessary resources and adopt whatever measures are needed to ensure we constantly improve our employees' working conditions and the established health and safety system.

All Criteria employees must adhere to the following safety regulations:

- All equipment provided by Criteria, including, if applicable, any protective equipment, must be used correctly.
- All existing safety devices installed in the work place must be used correctly and may not be disabled.
- Employees shall immediately report any situation which could endanger employees' health and safety to the designated health and safety personnel so the necessary actions may be carried out.
- Employees shall ensure that the obligations established by the competent authority to protect the health and safety of all employees are complied with at all times.
- Employees shall cooperate with Criteria so that the entity can guarantee safe working conditions with no risk to the health and safety of its employees.