



## HEALTH AND SAFETY POLICY.

**Cobra Group** Occupational Health and Safety Policy are integrated in General Policy, with one of its essential objectives to provide safe and healthy working conditions, with maximum levels of protection for their workers, in full agreement and in preventive harmony in accordance with the regulations established by current law and with the commitments from their clients in this matter.

This policy, whose main objective is to guarantee the protection of the Occupational Health and Safety of the workers, must be transmitted to the entire Organization and assumed individually by each and every one of the employees, as a work of continuous improvement based on the following **COMMITMENTS** from Occupational Health and Safety:

- Commitment to provide safe and healthy work conditions for prevent injuries and health deterioration related with the work: **The most important its Occupational Health and Safety, there is no higher value than people's lives.**
- Commitment with **compliance legal requirements compliance**: The applicable legislation and other requirements, internal and from customers regarding Occupational Health and Safety must be comply and enforced.
- Commitment to eliminate hazards and reduce the risks: **All the works must be executed 100% safe, in case of doubt or discrepancy the work will be stopped.**
- Commitment for continuous improvement for Occupational Health Safety management systems.
- Commitment in **consultation and participation from workers and representatives**: In addition to the channels established in this regard, encourage the **reporting of incidents**, unsafe acts and conditions and **safety improvement actions**, as an instrument of active workers participation.
- Commitment with **formation, training and information**: Cobra Group is committed to train their workers to develop their work safe, as well, to inform them about the aspects that may compromise Occupational Health and Safety from people as consequence of their business activity.
- Commitment with **subcontractors**: The level of protection of subcontractor's workers will be equivalent to that provided by Grupo Cobra to their workers, through an effective **business activities coordination**.

The Occupational Health and Safety objectives are established in the basis of the compliance with this commitments, which ones the management from Grupo Cobra are fully identified.

**The Cobra Group Occupational Risk Prevention Plan, which contains such Commitments, and the Procedures that implement it are mandatory and their compliance are obligatory.**

**D. José María Castillo Lacabex**  
**Chief Executive Officer**



# STOP WORK POLICY

The **Cobra Group** is fully committed to Health and Safety and remains determined to promote and consolidate a genuine **Safety Culture** in all activities, regardless of where in the world it conducts its operations.

The **Stop Work Policy** is an ongoing commitment that forms part of the **Occupational Safety and Health Policy**:

- **What matters most is Health and Safety; nothing is of greater value than people's lives.**
- **All work must be performed with 100% safety. In the event of doubt or disagreement, work is stopped.**

**Any worker** of the Cobra Group, or any working for the Cobra Group, therefore **has the power, authority and duty to stop any activity that is not 100% safe**. This action must be reported to line managers via the established channels: Incident Report ('RDI').

This collaboration strengthens **risk awareness and perception** and promotes **responsible and prudent behaviour**.

The **Stop Work Policy** must be applied **without fear of consequences**. No blame or liability shall be attributed to employees or contractors who in good faith indicate a hazardous situation or who stop work from proceeding.

**Health and Safety is an indispensable value that forms part of the daily lives of all members of our Organisation, and is a tool that helps us to achieve operational excellence.**

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**Mr José María Castillo Lacabex**  
**CEO**