



OCCUPATIONAL SAFETY AND HEALTH (OSH) POLICY

ALTHENIA, since its origins, has considered OSH as an essential factor in its activity and has assumed it as a primary purpose in the organization, which allows the permanent improvement of preventive action, in order to raise the safe and healthy working conditions of all its employees and collaborators. This philosophy is embodied in its PREVENTION POLICY, which is based on the following points:

- The management model based on the **Leadership and Commitment** in OSH, with a **Integrated** in the set of processes and at all levels of the organization.
- The analysis and determination of actions aimed at **eliminate hazards and reduce OSH risks**, including the causes of incidents and accidents at work, for the implementation of appropriate corrective actions.
- Compliance with the **Legal requirements** and all those that the company subscribes to in the field of OSH.
- The active commitment to the **continuous improvement** of the OSH management system.
- Consultation **and participation** of workers in OSH.
- The **Coordination and integration of collaborators and suppliers** in the development and application of the OSH management system.
- Adaptation of the OSH system to **technological advances**.

For the development of the Prevention Policy enunciated, ALTHENIA's Senior Management defines objectives for the performance of each of the different levels of the organization. The achievement of these objectives will be ensured through the involvement of all the organization's personnel, as well as the assumption of responsibilities at all levels and in all our activities.

Signed: Antonio Villalba
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