

#wearelogistics

# Occupational Risk Prevention Policy

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Approved in September 2022

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## 1. Introduction and objectives

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This "Occupational Risk Prevention Policy" (hereinafter the "Policy") establishes the commitment undertaken by Bergé Infraestructuras y Servicios Logísticos, S.L. and its subsidiaries (hereinafter, "BERGÉ") with the occupational risk prevention, the safety and health of all BERGÉ professionals and the strict compliance of current legislation.

The purpose of this Policy is to promote a comprehensive prevention system based on an appropriate identification, evaluation and control of the possible risks inherent to the performance of the activity, and to implement actions aimed at preventing damages and contributing to improving the quality of the work environment and production process.

Commitment to safety and prevention is the responsibility of each and every BERGÉ professional. **There is no asset in the organisation that exceeds the value of people's lives and therefore their safety.**

## 2. Scope and enforceability

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This Policy is addressed to all professionals of Bergé Infraestructuras y Servicios Logísticos, S.L. and its subsidiaries.

Subsidiaries shall be understood as companies in which Bergé Infraestructuras y Servicios Logísticos, S.L. holds a stake in the share capital that allows it to have control, pursuant to the provisions of Article 42 of the Commercial Code.

The Policy constitutes an internal rule of mandatory compliance for all Bergé professionals, regardless of their geographical, hierarchical or functional location, and the contractual modality that determines their relationship with Bergé.

### 3. Management framework

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In the planning of BERGÉ's strategy in terms of occupational risk prevention we will jointly assess the technique, the organisation, the characteristics of the operation and workplace, the possible influence of environmental factors and everything related to working conditions.

Measures will be put in place to prevent identified risks and to assess those that cannot be eradicated with the purpose of providing safe and healthy working conditions to prevent work-related injuries, health deterioration and road safety. The choice of work equipment, substances and work and production methods shall be made in such a way as to **reduce a negative** impact on **health** and attenuate monotonous and repetitive work.

When defining **preventive measures**, the evolution of technology will be considered to ensure that the most suitable protection systems are available in each circumstance and to reduce potential distractions or non-gross negligence that could take place.

This Policy is intended to be a mechanism that drives **continuous improvement** in health and safety management and performance, and consequently, the working conditions of all BERGÉ professionals.

## 4. General principles

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- + **Legality.** BERGÉ undertakes to observe and comply with the rules, laws and regulations applicable to its activity and to require all its employees and suppliers to comply with them, and with the internal procedures and mechanisms regarding Occupational Risk Prevention. Likewise, all activities will be conducted in the context of full respect for the legal, social and environmental environment, striving to achieve the highest safety levels in managing the facilities and in protecting the environment, employees, customers and local communities.
- + **Prevention.** The concept of risk is inherent to work, although it is in our hands to prevent and manage it proactively.
- + **Accident management.** The causes of accidents will be analysed in order to prevent their recurrence. BERGÉ has a protocol for action in case of accidents that must be strictly followed by the recipients.
- + **Emergency management.** Preventive and emergency action mechanisms are established to ensure a minimum negative impact in the event of an emergency.
- + **Health and safety conditions.** BERGÉ rejects environments that do not guarantee people's safety and will deploy a comprehensive prevention system to that end.
- + **Resources.** BERGÉ undertakes to keep up to date the resources required for effective compliance with this Policy. The understanding and internalisation of the risks inherent to each position or group, and the preventive measures to be adopted, shall be ensured.
- + **Knowledge and information.** All BERGÉ professionals are required to know and apply the procedures specific to their job position, and to inform their manager when the health and safety conditions in place are not sufficient.
- + **Consultation and participation.** BERGÉ has a Whistleblower Channel and other internal communication mechanisms, which ensure the possibility of reporting, among other issues, deficiencies or non-compliances that prevent work from being conducted safely. Likewise, maximum employee participation is sought, both in terms of consultation and in collecting suggestions for improvement from the actual users of specific procedures.

## 5. Communication and dissemination

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The Policy shall be made available to all BERGÉ professionals through the corporate Intranet, all of whom shall be forced to comply with its contents, and shall be the subject of communication, training and awareness-raising actions for its timely understanding and application.

## 6. Approval and review

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This Policy has been approved by the Chief Operations Officer and may be revised to adapt it to the needs resulting from applicable regulations, operational needs in terms of ORP, and other relevant changes in the organisation.

The updating of the successive versions of the Policy and/or other documents required to comply with its provisions shall be the responsibility of the Operations General Management, subject to a favourable report from the GRC Area.

In addition, the Chief Operations Officer will review annually:

- + The results of internal audits or other monitoring and verification mechanisms.
- + The casuistry of the occupational accident rate
- + Legislative updates or new developments on the subject.
- + Effective compliance with the requirements requested from BERGÉ's suppliers.