



Occupational health and safety policy

Purpose

This Occupational Health and Safety Policy confirms CAPITOLE's commitment to protecting the health and safety of its employees, suppliers and partner companies by providing them with a safe and healthy environment and continuously updating occupational risk prevention measures in accordance with CAPITOLE's defined strategic guidelines.

This commitment is based on compliance with current legislation in the different jurisdictions in which it operates, as well as on the application of the most demanding standards in occupational health and safety.

The purpose of this Occupational Health and Safety Policy (hereinafter 'OHS Policy') is to establish CAPITOLE's basic principles of action in this area, regardless of whether other applicable regulations, existing or to be approved in the future, must also be observed.

Scope of Application

Responsibility for managing the OHS Policy lies with the entire organisation, which is committed to incorporating preventive management into its daily activities.

Continuous improvement in preventive action can only be achieved through information, consultation and participation of workers at all levels.

Basic principles of action

For all these reasons, CAPITOLE is committed to a proactive OHS policy, integrating welfare and health promotion policies throughout the organisation, thus constituting one of the essential objectives of CAPITOLE's general policy. In order to implement this policy, the organisation has set itself the following objectives:

- Achieve a high level of occupational health and safety, complying with current legislation on Occupational Health and Safety and reaching a level of excellence by incorporating the comprehensive well-being of workers.
- Develop, implement and maintain the Occupational Health and Safety Management System (OHSMS) aimed at the continuous improvement of working conditions.
- Integrate this system into the organisation's management so that OHS is incorporated into all activities that may have an impact on the safety, health or well-being of the people who work in the company.
- Develop, implement and keep up to date the Prevention Plans for all activities.
- Promote a culture of prevention by ensuring the participation and information of all people working in the company and their representatives.
- Implement the necessary training activities for the development of a culture of prevention.
- Eliminate hazards and reduce risks to Occupational Health and Safety.
- Integrate our suppliers and partner companies into our active commitment to improving working conditions and require them to comply with established safety standards.
- Prevent work-related injuries and health deterioration by integrating our ethical principles with a commitment to protecting and promoting healthy work environments.
- Look after people's wellbeing by providing safe and healthy working conditions.
- Carry out systematic audits to verify compliance with and effectiveness of the prevention policy.
- Provide the organisation with the human and material resources necessary to implement this prevention policy.
- Communicate this policy to everyone in our organisation.

Approved	Name	Signature	Date
CEO	Olivier Pichou	 C/ de Balmes 89, planta 7 08006-Barcelona, Spain	14/11/2023