



# Policy on Occupational Health and Safety

HR AREA

## 1. Owner

Corporate Head of HR.

## 2. Scope

Following a proposal from the Regional Managing Directors of the businesses and in conjunction with the Global Human Resources Director, the Board of Directors, by approving this policy, shows its firm commitment to continue providing a dignified, safe and healthy working environment for Prosegur's operations in all the countries where it operates.

The scope of this policy encompasses all Prosegur subsidiaries, activities and lines of business. The Governing and Management Bodies undertake to lead the dissemination of this policy to stakeholders and ensure compliance among all of them.

## 3. Purpose

Prosegur sets ambitious goals and demanding standards in Occupational Health and Safety for activities in all its businesses and geographies:

- Identifying hazards and assessing occupational risks, controlling and implementing preventive and mitigating measures geared towards safeguarding health and continuously improving workplace health and safety conditions.
- Reducing the frequency and severity of incidents and accidents, injuries and occupational illnesses by allocating the necessary means to investigate, monitor and improve performance.
- Fostering an effective preventive culture and promoting occupational health at all levels of Prosegur through training, advice, queries and employee participation.
- Extending our health and safety approach to contractors, suppliers, customers and stakeholders, in compliance with applicable legislation and all commitments made in each geographic area.

## 4. Preparation and Approval

Drafted by:	Global Director of Labour Relations and Security HRBP – María Victoria Jiménez de Pablo				
Revised by:	Global Legal Area	Javier Aparicio Alfaro			
	Process Transformation Office	Diego Rioja Pérez			
Approved by:	Global Head of RRHH	Juan Luis Martín	Date:	27/07/2021	
	(CESGNyR)				
Replacing:	3P General Policy on Occupational Health and Safety	Version:	01	Date:	01/03/2016

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## 5. Implementation

- The hierarchical structure of the businesses are backed by Human Resources to enforce compliance with this policy and the procedures established to prioritise occupational risk prevention, and lead by example in our commitments to health and safety.
- All Prosegur employees, contractors and suppliers, regardless of the nature of their relationship, must be familiar with and apply this Policy in their work.
- The level of compliance with this policy and locally established procedures are subject to tracking, review and inspection to assess the effectiveness of the established system and compliance with legal requirements, ensuring continuous improvement of the Management System.
- Occupational health and safety management must be integrated with all other aspects of management to ensure that prevention activities are carried out with the effectiveness and efficiency required by our businesses. Therefore, the system for the prevention and control of occupational hazards is part of the Prosegur 3P management system.

## 6. Documents Associated with the process

Code	Name