

General Policy 3P on Occupational Health and Safety Policy

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The Regional General Managers of the CIT, ISS and Alarms businesses, in conjunction with the Global Human Resources Manager, show, with their approval to this policy, their firm commitment to ensure compliance with it by all Prosegur employees in all countries where it operates.

- The prevention of occupational hazards, implementation, control measures and continuous improvement of the occupational health and safety conditions of all employees are a priority in undertaking activity in all Prosegur businesses.
- Occupational health and safety should be managed in an integrated manner with other aspects of management, to ensure that prevention activities are carried out effectively and with the efficiency required by our business. Therefore, the system for the prevention and control of occupational hazards is part of the Prosegur 3P management system.
- The hierarchical structure of the businesses is responsible for enforcing this policy and procedures established in each business and country to prioritise the health and safety of employees and comply with applicable legislation in each geographical area.
- The Global Human Resources Department and the HR Department of each country is responsible for defining the plans, guidelines, procedures and actions related to training, advising, inspections and improvement actions to enable employees, under the leadership of the hierarchical structure of each business and country, to be aware of the risks and measures to be taken to prevent them, enforce legislation and the established internal policy. The HR Department in each country is Prosegur's formal liaison with third parties.
- All incidents and accidents should be recorded, ensuring their causes are analysed and investigated and, if necessary, improvement actions should be adopted to prevent any recurrence.
- Every Prosegur employee has to know, expressly accept and enforce this policy for the entire organisation to ensure the best health and safety conditions when carrying out our professional activity.
- This policy and local stablished procedures are object as much from external audits in order to asses effectiveness of implemented system and legal requirement compliance, as from internal audits to detect and correct possible legal breaches and minimize injury risk.

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