
HEALTH AND SAFETY POLICY

Castelldefels, June 12, 2019

ICFO's policy for Occupational Health and Safety Management System (OHS-MS) has been developed pursuant to the ISO 45001:2018 Standard and involves the entire institution and its staff.

It is based on the following commitments to:

- Identify the hazards and risks inherent to all of our activities and work areas, inform our staff of their existence and the relevant steps for prevention and control, with a view to eliminate or minimize any occupational accidents, injuries and illnesses they may cause.
- Protect the occupational health and well-being of our staff, providing them with a safe and healthy work environment and conditions compliant with the applicable legislation.
- Develop, implement and maintain a management system based on strict compliance with domestic and international law, regulations, rules and other requirements related with occupational health and safety that are applicable to the organization.
- Develop training and awareness-raising plans for our staff on the obligations and responsibilities inherent to occupational health and safety, encouraging the consultation and participation in the system and monitoring processes that will make this OHS policy effective.
- Promote and maintain ongoing improvements regarding the processes and performance related with occupational health and safety based on the conclusions of audits, management's reviews of the system, statistical and data analysis, corrective actions, improvement opportunities and other sources.

Management