



HEALTH AND SAFETY POLICY

The Management of MAETEL considers people the most important asset of our company and therefore the **SAFETY AND HEALTH of our WORKERS** is a key and strategic factor in the development of our activities.

MAETEL's **Health and Safety Policy**, integrated into the company's General Management System, has as its main objective the prevention of injuries and damage to the health of our workers and collaborators. To this end, it will be a priority to provide safe and healthy working conditions that comply with the provisions of the applicable legislation in force and with the needs and expectations of the interested parties.

To achieve this goal, every one of the members of MAETEL must assume the following **Health and Safety COMMITMENTS**:

- **No activity can justify endangering a life.** It is everyone's right and obligation to stop any activity that is not done safely. This promotes the eradication of hazards and consequently the reduction of risks.
- Promote **the individual and collective responsibility of** our staff to encourage their consultation and participation, understanding that Health and Safety is the responsibility **of ALL members of the organization.** Therefore, it is an obligation to ensure personal safety, as well as that of all colleagues.
- MAETEL firmly believes that investment in training is necessary for the safe development of jobs, therefore, it is committed **to training and informing its workers being a key factor in the development of MAETEL's preventive culture.**
- Collaborate with the creation of **safe and healthy working conditions**, through compliance with work procedures, legal requirements, and other requirements of our own or our clients. **The identification and reporting of incidents, acts and unsafe conditions is a key pillar of this commitment.**
- The level of protection of the members of our **partner companies** must be equivalent to that provided to the workers of the organization. This commitment can only be achieved through effective **coordination of business activities.**

This Health and Safety Policy is the reference framework for the establishment of objectives and actions that allow us **to continuously improve.** For this, the involvement and participation of all MAETEL members is necessary.

The Management of MAETEL fully identifies with these **COMMITMENTS**, that are communicated to the entire organization and collaborating companies, and which are mandatory.

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Managing Director