HEALTH AND SAFETY POLICY

One of the essential objectives of the **MAETEL Group's** Occupational Health and Safety Policy is to provide safe and healthy working conditions, with maximum levels of protection for its workers, in full agreement and preventive harmony with the provisions of current legislation and with the commitments of its customers in this area.

The Management of MAETEL, maintains the following **COMMITMENTS** to Occupational Health and Safety:

- Commitment to providing safe and healthy working conditions: **The most important thing is safety and health, there is no value higher than that of people's lives.**
- Commitment to eliminating hazards and reducing risks: **All work must be carried out in a 100% safe manner, in case of doubt or discrepancy the work is stopped.**
- Commitment to **rigorous compliance with legal requirements** and the highest standards in terms of occupational health and safety.
- Commitment **to continuous improvement in safety culture and the basic pillars** of the Occupational Health and Safety Management System:
    - **Think about safety** in all decisions that are adopted, and in particular through the **pre-task talk.**
    - **Monitor** field activities to provide support and integrate safe habits and behaviors**.**
    - **Reporting** any incident related to occupational safety (RDI) as a fundamental lever in the continuous improvement of the safety culture.
- Commitment to **consultation and participation of workers and their representatives.**
- Commitment to **education, training and information**: Each Operational Unit maintains the commitment to educate, train and raise awareness among its teams.
- Commitment to **contractor companies:** The level of protection of the workers of the contractor companies will be equivalent to that provided by the MAETEL Group to its workers, through effective **coordination of business activities.**

This Health and Safety Policy is the framework for establishing objectives and actions that enable us to achieve **continuous improvement**. To this end, it must be transmitted to the entire organization and assumed individually by each and every one of the workers.

Antonio Ureña López
Chief Operating Officer

Gustavo Fernández Tresgallo
General Manager