



## POLICY ON RISK PREVENTION IN THE WORKPLACE

The TOLSA risk prevention policy aims to promote improved working conditions in order to increase the levels of protection for the health and safety of employees in the workplace. The responsibility for managing Risk Prevention in the Workplace falls upon the company as a whole. Consequently, Management undertakes to ensure preventative practices in its daily activities.

In accordance with these principles, the Management of undertakes to do the following:

1. Achieve a high level of health and safety in the workplace and comply with the legislation in force in relation to Risk Prevention in the Workplace.
2. Develop and implement a Preventative Management model aimed at Continuous Improvement to Working Conditions.
3. Integrate this system into company management so that prevention becomes incorporated into all activities undertaken at TOLSA with special focus on the safety, health and well-being of its employees.
4. Develop and implement Prevention Plans and keep them up-to-date.
5. Ensure participation and the availability of information, and put the employees' right to consultation into effect.
6. Organise any training activities needed for the prevention policy to be developed.
7. Involve our suppliers and subcontractors in actively committing to improving working conditions.
8. Carry out audits to ensure the compliance and effectiveness of preventative actions.
9. Equip TOLSA with the human and material resources needed to develop this preventative policy.
10. Develop a Risk Prevention culture based on the fundamental concept that "Prevention is everyone's job and duty and therefore, we are all obligated to exercise risk prevention in our daily work and integrate it into our activities to achieve a safe workplace where each of us is responsible for taking the actions needed to promote this". Our mission, TO GROW, will not be considered to have been achieved without a guaranteed safe working environment and to achieve this we need everybody's involvement, effort and dedication to make this one of our goals. To do this we must also undertake to ensure our values in this area: Team spirit, Open to change and adaptation, Great customer focus, Rapidity, Ongoing evaluation and innovation, Working to achieve goals.
11. Diffuse this policy to all members of the Company.

**Signed: Enrique Gómez Navarro**

**Managing Director of  
TOLSA Date: 22/11/2010**