

OHLA is a global company that seeks to create sustainable value for interested parties and employees through each of the projects or services carried out by the company throughout its main activities: engineering and construction; infrastructure development; facility management and social-health care and urban services; development and operation of mixed-use real estate projects.

OHLA is committed to achieving continual improvement in all its activities and specially its work conditions, the health and safety of our employees, the quality of our work, the satisfaction of our clients, and the respect and care of the environment.

As part of our commitment to transparency, the present policy is available on the web page and on the corporate intranet and has been duly communicated to all of the company's employees and interested parties, establishing safety and health, quality and environmental objectives. OHLA has committed to the following:

- **Compliance with legal**, regulatory, contractual and other subscribed requirements.
- **Providing clients with solutions** in accordance with the established contractual framework, providing our **experience** and thus generating trust and loyalty.
- **Integrating health and safety standards** in all the processes, **including the road traffic safety and fire protection, ensuring safe and healthy work conditions in which emergency preparedness is included**, to prevent damage to and the deterioration of the physical, mental and social health of the workers, by eliminating dangers and reducing the risks that exist in each project and service.
- Promote **sustainable resource management** optimizing **the consumption of material**, energy and hydrological resources. Promoting the use of **clean energy, energy efficiency and renewable energy**, as well as the products and services that contribute to the progress of a circular economy. Managing waste spills and air emissions, especially focusing on reducing greenhouse gas emissions and **waste reduction**, the principal origin of **Climate Change**. Reducing impact on **biodiversity, ecosystems** and their **services**, by way of conservation and ecological restoration practices.
- Preserving and promoting local socioeconomic activity. Safeguarding and adding value to the interests of local communities and their historical, artistic and archeological assets.
- **Operating in an effective, efficient and secure manner**, adapting to changes and **continual improvement** in performance and management for the progress of our business.
- Developing employee skills, guaranteeing their involvement and commitment.
- Facilitating relevant information to **interested parties**, as well as bidirectional communication and strategic alliances to make progress on common commitments.
- **Encouraging employees to stop work activities** when they encounter unsafe situations, which **present a serious and imminent risk** that could cause harm to employees, third parties or the community. The stop to work policy **shall be applied freely** without fear of reprisals.
- **Guaranteeing consultation and participation of employees** in agreement with the regulatory framework applicable to each project or service.
- Promoting working conditions that **prevent the crimes** and other behaviour **against sexual freedom and moral integrity at work**, with particular emphasis on sexual harassment and harassment based on sex, promoting the effective equality of workers.

Approved by the OHLA Group Management Systems Committee at its meeting held on October 31, 2023

Tomás José Ruiz González
General Manager OHLA Group