

TENDAM

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TENDAM OCCUPATIONAL RISK PREVENTION POLICY 2023

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TENDAM's management considers as one of its basic and fundamental principles, to ensure appropriate occupational health and safety conditions, especially through the elimination of health and safety hazards and the strict compliance with the current legislation. To that end, TENDAM assumes the obligations established by Law 31/1995 of 8th November, on the Occupational Risk Prevention and its development regulations, and considers them as the minimum level of action.

This commitment to the integration of preventive management and the responsibilities that result from it, it applies to each and every process and operation developed at TENDAM, considering as a priority have full commitment of everyone to achieve and maintain a safe and healthy work environment by complying with, and enforcing good practices and safety procedures. Only by means of the assumption of this policy and the compliance and respect of the rules and procedures, and in all the activities to be done, we will be able to fulfill the goal.

The prevention policy shall be in accordance with the Company Code of Conduct, developing monitoring process that allowed to verify the implementation of the prevention policy at different levels of company management.

For this purpose, TENDAM:

- It will establish a risk prevention system which has the means to achieve its goals.
- It will integrate the preventive activity in all company's levels and actions.
- It will foster a preventive culture and promote actions to go beyond simple corrections of detected risk situation
- It will implement training and information programs to increase awareness of occupational hazards and preventive measures.
- It will encourage consultation and participation of employees in the occupational risk prevention management.
- It will develop preventive and action plans aimed at continuous improvement of occupational risk prevention.
- It will encourage prevention planning, seeking a coherent set that integrates technique, social relations, organization and working conditions.
- It will set up procedures for prevention and solutions of possibles situations of workplace harassment.
- It will develop, implement, and keep update the Occupational Risk Prevention Plan.

These principles, which will be communicated to the entire organization, will serve as a guide for the determination of objectives on an annual basis, in accordance with the continuous improvement criteria, to ensure that the entity's policy is met, thanks to the effort and collaboration of all employees and managers, and the leadership of the company's management team.

This policy is reviewed and signed annually by TENDAM's chief executive officer, and it is available on internal communication channels and on TENDAM's website: www.tendam.es