



FCC Health, Safety and Well-being Policy

Worker safety, health and well-being is a critical competitiveness asset to drive the improvement of productivity and sustainability, as well as an essential value to achieve full individual development.

The FCC Group's Code of Ethics and Conduct urges us to guarantee safe working environments with the permanent aim of preventing any damage to health, and to guarantee a commitment to development as a healthy company.

The principles of action of the FCC Group in this regard are:

1. Maintain the real and effective integration of occupational safety and health in all of its decisions and activities, ensuring the network of collaborators, contractors and suppliers are involved in the culture of prevention.
2. Ensure a system of continuous improvement of the working conditions to increase the safety standards, measuring the quality of service and fostering the active participation of workers.
3. Obtain and keep the health and safety certifications, in accordance with the most demanding international standards, ensuring the full integration of occupational health and safety principles across the FCC Group's production and management processes.
4. Establish the controls and guarantees required to ensure that compliance with the framework and internal regulations of each Group company in matters related to the prevention of occupational risks is present in all of the Group's decisions.
5. Promote the health and well-being of people through specific policies aimed at promoting healthy work environments and increasing individual capacity to maintain and improve physical and emotional health, and quality of life.

The FCC Group is firmly committed to the health and safety and well-being of its employees. This is the pillar of its business strategy and is in line with its responsibility as a social agent.