

## **SAFETY AND HEALTH AT WORK POLICY**

The management of ALUCOAT-CONVERSIÓN, S.A., considers that the safety and health policy at work is one of the main pillars of the organization, being fundamental to the success of the company and the satisfaction of our customers and workers and express our permanent commitment with security and well-being of all our employees.

Since they are its main active and the key of business development, Alucoat states that the labour conditions are the most suitable to our activity being made with the safest environment.

From ALUCOAT-CONVERSIÓN, S.A., all current regulatory and legal requirements are met, being considered as a principal objective and necessary to all levels within our organization, in all their activities and decisions and assure the commitment of the following objectives and compromises:

1. The integrity of all the departments of the company, meaning to achieve the active participation of all the employees with the idea in which safety and health is responsibility of all the people that are part of the company.
2. Assessment of human life as original value. The life, physical integrity and health of workers are righting whose protection must be a constant in the daily work of all of us who work at ALUCOAT-CONVERSIÓN, S.A. and especially those who, at one level or another, perform command functions.
3. The commitment to comply or even overcome the legal and others requirements based on normative or petitions of our customers.
4. We are open and clear in all the communications are made, internally and externally.
5. All the staff of ALUCOAT-CONVERSIÓN, S.A. understands, promotes and assists the implementation of this policy and its principles. To this end, the company guarantees the training of each worker and appropriate leadership for their correct motivation and daily operation.
6. The staff of ALUCOAT-CONVERSIÓN, S.A. is aware that he is obliged to ensure both his own safety and health and even thirds parties and the example of their personal behavior is essential for the balance of safety for all in a sustainable environment.
7. Based on the principle that all the accidents, incidents and labor illnesses can and should be avoided, the company is committed to achieve a high safety and health level, not being limited uniquely to comply the current legal normative but carrying out actions that improve the level of protection of the employees marked by law if necessary.  
This commitment will be expressed in a manifest form and it will be one of the essential points marked in the general policy of the company.
8. Operating side will assume and strength the safety integration into the production process, stablishing by basic principle the best productivity will be achieved with the safest, therefore it cannot be forgotten that the preservation of human and material resources it makes a fundamental element to reduce costs.
9. In order to promote safe conduct in the activities carried out, it will be provided to all employees all the information about their risks in their workstation as well as the necessary information about the means and measures to adopt for their correct prevention.
10. Likewise, it will be promoted the participation of all workers in all the topics related with risks prevention in their Workstation, because they are the ones who know the details of the tasks they perform in greater depth, and therefore are the most suitable to contribute ideas on the safest way to carry them out.
11. Commitment to keep the facilities in perfect conditions with the aim to eliminate the danger and reduce the risk for safety and health at job and endow of personal protective equipment needed for their activity and the necessary equipment and tools. This aspect is the key to provide safe and healthy working conditions to prevent work-related injuries and ill health.
12. To achieve an efficient implantation of the occupational risk prevention policy in ALUCOAT-CONVERSIÓN, S.A., it will be assigned all the necessary resources and it will be planned in an adequate way the use of them.
13. Continuous improvement of the management system of safety and health at job.
14. Foment the consult and participation of all employees and the committee or the organization.

Finally, is a firm compromise of this company to integrate the prevention organizational structures with the aim to achieve the prevention is not foreign to our productive organization thus pretending, more than the mere fulfillment of certain requirements of a basically documentary nature. Assuming the above as a guarantee of survival and growth.

Managing Director: Jose Manuel Gonzalez Plaza  
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