

# HEALTH AND SAFETY POLICY

We are committed to providing our employees and other companies working on our premises with a safe and healthy work environment.

We believe that health and safety means not only having facilities and equipment in good condition, but also committed people who respect the rules and put prevention first.

Any Gestamp employee or staff from external companies must know and follow the rules, instructions and procedures on health and safety in force at their workplace.

In addition, people with employees in charge should ensure that they have the training and information necessary and the relevant qualification before starting work. Within the scope of his or her responsibility and in accordance with the policies of the Group and of their workplace, he or she should strive to improve health and safety conditions and to implement the efficient management of occupational risks.

To fulfil our commitment, we have Health and Safety management systems in each manufacturing facilities rely on the following principles:

- Health and safety issues must be integrated in everyday tasks and decisions.
- Avoiding industrial accidents and occupational diseases is the ultimate goal of our policy. It is achieved by avoiding and minimizing risks to the safety and health of people. Therefore we base our continuous improvement and actions on the analysis of risks.
- We comply with the law in all countries, but the reference for our facilities is internal and goes beyond the requirements of the law in most cases. The same for all.
- We believe that risks that are significant due to their seriousness, i.e., those that can cause serious accidents, should be avoided or minimised with technical measures.
- The definition of standards and procedures, as well as training, are very important to control risks that we have not been able to prevent.

René González Castro  
Corporate Health and Safety Director

