

<b>CODE:</b>	<b>TITLE:</b> HEALTH AND SAFETY POLICY
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<b>AUTHORISED BY:</b> Board of Directors	<b>DEPARTAMENT IN CHARGE:</b> HSQ&E DIRECTION

## SCOPE OF APPLICATION

This Policy is addressed to:

- Ferrovial, S.A. and all of the companies that comprise the Group, whatever their area of business, geographical location or activities.
- Members of the governing bodies of Ferrovial, S.A. and other companies of the Group (including supervisory boards or equivalent bodies).
- Employees of any of the companies that comprise the Group.

For these purposes, "Group" or "Ferrovial" refer to both Ferrovial, S.A. and to each of the business units headed by it, including all companies directly or indirectly controlled by Ferrovial, S.A. "Control" exists when the majority of the voting rights is held by Ferrovial.

Ferrovial will procure that the principles established in this Policy are observed by all of the companies in which it participates.

The Spanish version of this Policy will prevail in Spanish speaking countries. In all other countries, the English version will prevail.

## VISION

To create safe, harm-free workplaces and operations for everyone, every day.

## LEADERSHIP

We are committed to achieving our vision. This Policy sets out our fundamental requirements to promote a consistent and positive health and safety culture.

## PRINCIPLES

### Compliance

We comply with applicable legislation and standards in effect, with a focus on best practices when reasonably practicable.

### Risk assessment and planning

We implement a reliable process of hazard and risk assessment of our activities in all of our work sites, thereby driving robust planning, organization and control measures that move us towards a harm free environment.

**Effective and consistent communication**

We facilitate channels of communication to encourage everyone to contribute positively to our health and safety performance, promoting a safety culture across the Group.

**Training and involvement**

We provide suitable resources and tools for improving the competence of our employees so they are aware of risks related to their roles and functions.

**Resource allocation**

We establish and maintain effective health and safety management systems, including appropriate human and material resources to provide safe working conditions.

**H&S across our supply chain**

We pay appropriate attention to the supply chain, by implementing health and safety conditions as selection criteria for suppliers and business partners.

**Measuring and monitoring performance**

We monitor, measure and report health and safety performance on a regular and consistent basis. We investigate incidents in order to prevent recurrences.

**Continuous improvement and innovation**

We continually improve our performance by setting objectives and measuring the outcomes of these on a regular basis. We explore improvements through innovation to mitigate workplace and operational hazard and risk.