

Safety, health and well-being policy

We have established this policy in line with our firm commitment to **protecting and improving the health and well-being of our employees and their families; fostering safe, healthy and sustainable working environments; our continual improvement; and being a healthy company that supports the improvement of our communities**. Convinced that health and safety is a fundamental factor in our organisation's competitiveness, productivity and sustainability, we have based this policy on the following **principles**:

- The commitment to eliminate dangers and reduce risks for the SST by encouraging safety, good health and well-being as a business strategy, maintaining and improving the quality of life of the organisation's employees, taking into consideration their health and well-being inside and outside of the workplace, as well as that of their families and the wider community.
- The continual improvement of the organisation and working conditions, both in services and processes, and regarding all our activities: passenger bus transport, vehicle maintenance, bus station management, municipal vehicle removal and fence installation services, hotel business management, road transport of hydrocarbons, rail maintenance, rail services and other operations in logistics facilities and the renting of chauffeured vehicles.
- To promote a participatory environment among workers and provide a balance between work commitments, work supervision, training and social recognition, encouraging an environment where employees are motivated and take responsibility.
- To comply with legal and regulatory commitments with regard to safety, health and well-being, as well as aspects related to human capital, such as fair treatment, work-life balance and inclusion.
- To collaborate with the public health and safety authorities. We will encourage our suppliers to adopt the principles of this policy. We will also provide information and training as well as raising awareness on matters such as health and well-being.

This is our frame of reference for establishing our objectives as a safe, healthy and sustainable company and will be reviewed periodically, with a view to continuous improvement in line with the values of the organisation.

Signed: Carlos Huesa Jiménez

Madrid, 1 March 2022