

INTERMAS GROUP considers people to be one of its intangible values. Hence for, the safety and health of its employees is considered a priority and, it is committed to:

- Provide safe and healthy facilities, processes, equipment, and working conditions.
- **Integrate preventive action** in the entire set of activities and decisions, through the hierarchical line through the development of a Prevention Plan.
- **Comply with the legal and regulatory requirements** that must oblige in each of the regions where our collaborators are located.
- Introduce **continuous improvement** in health and safety management.
- Work-related accidents or any injury generated at work are, fundamentally, management failures. Therefore, these are avoidable via management allowing the necessary measures to be taken to eliminate the dangers and, identify, evaluate, and reduce the risks.
- Coordinate with our external collaborators the preventive activity within our facilities.
- Encourage consultation and participation of workers and legal representatives.

To develop these commitments, the Senior Management of INTERMAS GROUP defines the goals of all organizations. Achieving these objectives will be ensured through the involvement of all the people that are part and form the INTERMAS GROUP.

In Llinars del Valles, 9th December 2021

F. MOUCHET

CEO of Intermas Nets, S.A.