

OCCUPATIONAL HEALTH AND SAFETY POLICY - ED 01

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The management of CASAS PEPE APARTMENTS S.A. is responsible for formulating the strategy and approving the Company's corporate policies, as well as organizing the internal control systems. In the exercise of these responsibilities, aware of the fundamental importance of all aspects relating to the health and safety of workers, and in congruence with the values of the Company, and approves this Occupational Health and Safety Policy.

1. Purpose

The purpose of the Occupational Health and Safety Policy is to achieve a safe and healthy working environment in the sense established by law, as well as in its spheres of influence.

2. Basic principles of action

To achieve this goal, CASAS PEPE APARTMENTS S.A. assumes and promotes the following basic principles that should govern all its activities:

- a) Respect the basic pillars of the Group's concept of occupational health and safety: 1. The quality, productivity and profitability of its activities are as important as the health and safety of workers. These are all permanent and fundamental objectives of the Group. The safety of workers must always prevail. All accidents must be avoided and the necessary resources allocated. 3. Continuous improvement in all areas of occupational risk prevention management is a fundamental variable for the future of the company.*
- b) To guarantee that in all the decisions of CASAS PEPE APARTMENTS S.A.. the necessary fulfillment of the legal, labor and technological frame will be present, as well as the own internal regulation.*
- c) Ensure the complete integration of occupational health and safety principles in all the company's risk prevention management systems.*
- d) To develop and implement a global occupational health and safety system for the company based on occupational health and safety standards, which determines minimum levels and ensures the harmonization of the criteria applied. The integration of occupational health and safety criteria in all phases of the production process, in all working methods and in all decisions, in such a way that managers, technicians, managers and workers assume their responsibilities in the matter. The identification, evaluation and effective control of the risks associated with the work. 3. The adequacy between the employee and his or her job through health surveillance and training of workers. An evaluation mechanism for occupational health and safety in accordance with established standards to identify possible deviations, exchange best practices and establish a global culture of excellence in risk prevention.*
- e) Demand respect for the safety standards established by CASAS PEPE APARTMENTS S.A. from contractors and make them participants in the preventive culture implemented. f) Encourage the participation of all workers in the promotion of safety and health, cooperating with the Group to increase safety standards. g) To promote the preventive culture of CASAS PEPE APARTMENTS S.A. through: 1. The permanent formation and qualification of the employees, in order to involve each worker and to mentalize him on the incidence of his*

work in the safety of the people, processes and facilities. The promotion of behaviours that respect the safety and health of workers. 3. The exchange of best practices in the application of the global occupational health and safety standards defined, continuously improving them, becoming increasingly demanding and effective. h) Obtain and maintain certifications in the field of health and safety in accordance with the most demanding international standards, from the perspective of continuous improvement and technological innovation in the general quality of the production system. i) Establish close collaboration relations with the different Public Administrations competent in the field of occupational health and safety in order to be a positive reference in this field.

This Occupational Health and Safety Policy was approved by the Board of Directors on May 20, 2018.