

## 1. Policy on Health in the Workplace

### OUR PLEDGE: YOUR SAFETY

Erhardt understands the priority and strategic nature of the management of Health & Safety as a crucial determinant of business performance. It is a key factor that informs business leadership, and is based on the following premises:

#### Commitment

Ensure the protection of the health and wellbeing of Erhardt's workforce and provide safe and healthy working conditions for preventing physical harm and health issues. This commitment is non-negotiable, so Erhardt includes it in all its business operations and adopts the necessary measures to guarantee its compliance.

Foster the integration of a culture of prevention, as the basis of the firm's business culture. Establishing Health & Safety as a personal responsibility that has a bearing on the firm's development, boosting grassroots consultation and engagement.

#### Principles

People are the organisation's most valuable resources, and there is nothing more important than their Health & Safety.

There is no place for any activity that prevails over people's Health & Safety. Each and every operation needs to be planned and undertaken with safety in mind.

Safety is the responsibility of each member of Erhardt's workforce, but especially so of its Management and team leaders. And it should be managed as such.

Accidents are basically due to management shortcomings, which means that a mishap can be avoided by removing hazards and reducing risks.

All current legislation, as well as any other requirements the firm introduces on a voluntary basis, is of mandatory observance.

#### Attitude

All employees at Erhardt are to know and accept their duties and responsibilities in matters of Health & Safety.

This policy has been disclosed to all Erhardt employees, and its public nature means that it is available to anyone interested in consulting it.

The management of Health & Safety is based on a process of continuous improvement that sets specific goals accordingly.