

## SIEMENS MOBILITY SPAIN

# Safety, Health and Environment Policy

Siemens Rail Automation SAU y Siemens Mobility SLU

**Siemens Mobility Spain** has integrated solutions for urban mobility and for all types of railway lines: signaling and control technologies, electrification systems, rolling stock, turnkey projects and maintenance services for all areas of railways. Our products, solutions and services help customers around the world to make better use of their existing facilities, increase efficiency, reduce operating costs and improve safety while minimizing their environmental impact.

Our **EHS Management System** aims to provide safe and healthy working conditions, prevent pollution, and mitigate occupational and environmental accidents, as well as prevent occupational diseases. To this end, work-related safety, health and environmental risks are identified, assessed, reduced and effectively controlled. There is activity planning that integrates the necessary occupational risk prevention and environmental protection measures, with continuous monitoring of their effectiveness and efficiency.

All employees are responsible for compliance with the EHS Management System in accordance with their roles, delegation and authority.

***“The commitment to the protection and conservation of the environment, the prevention of occupational hazards and the protection of the physical and mental health of all employees are fundamental elements of the policy of SIEMENS MOBILITY SPAIN.”***

Siemens Mobility Management is committed to complying with all principles of this Policy.



**We care for our own and each other's well-being.**

We guarantee and ensure the physical, mental and social well-being of all our employees by contributing to the best possible working and personal environment. Each person is responsible for his or her own health and safety at work, as well as for the impact of his or her activity on other people and the environment. There is a match between the employee and his or her job through systematic monitoring of his or her state of health.



**We speak up and take part in making the workplace healthier and safer.**

We encourage the exercise of visible, effective and permanent leadership, with the participation of every employee, to achieve a work environment free of occupational accidents and illnesses. We assume the consultation and participation of both the Company's organisational structure and the employees and their representatives, so that everyone is actively involved in promoting the well-being and eco-efficiency of Siemens Mobility's operations.



**We are inclusive and invite a diverse range of views on health and safety.**

We include the views, opinions, and expertise of diverse groups to benefit from a collective knowledge base and find solutions that may not have otherwise been obvious.



**We are engaged in learning and sharing about how we can work in a better, safer, and more environmentally friendly way.**

We promote the EHS culture at all levels of the company, through continuous training and education of its employees, in order to involve each employee and make them aware of the impact of their work on the safety of people, processes, facilities and the environment.



**We prepare for and adapt well to changing circumstances.**

Work happens differently every day. The ability of our people and business to prepare for and adapt to unexpected or unplanned circumstances can have a huge impact on whether work is carried out in a healthy, safe and environmentally friendly manner.



**We ensure compliance with the legal, labour and technological framework, and internal and stakeholder EHS regulations.**

It is the responsibility of the hierarchy and all employees to ensure that legislation and internal EHS rules and instructions are scrupulously respected.



**We assume Occupational Risk Prevention and Environmental Protection as an inseparable and intrinsic activity of the work procedures.**

No decision or action will be detrimental to the safety and health of employees, nor to the deterioration of the environment in order to achieve operational goals. The protection of safety, health and the environment must be considered from the very conception of work systems, planning and during their execution.



**We consider investments in EHS as an additional benefit of the company.**

Siemens Mobility Spain provides the necessary human and material resources for the prevention of Occupational Risks and care of the environment, as these investments contribute to the achievement of the company's objectives.



**We continuously improve our management.**

At Siemens Mobility Spain we develop, apply and maintain an EHS Management model aimed at Continuous Improvement of Working Conditions to ensure Safety, Occupational Health and Environmental Performance.

This policy, which will be disseminated throughout the organization and to interested parties, will serve as a guide for the determination of the objectives that, established in accordance with continuous improvement criteria, will ensure compliance with the EHS policy, with the effort, collaboration and commitment of the management team, managers and employees.

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