

SIEMENS MOBILITY SPAIN

Zero Tolerance Policy

Siemens Rail Automation SAU y Siemens Mobility SLU

Care for the Environment, Health and Safety at Work is a primary objective at Siemens Mobility and all activities within the Company must be in full compliance with Laws, Regulations and Standards.

We believe that the control of EHS risks should never be disregarded in order to achieve operational goals, as a job well done requires preventive and safe conduct integrated into the performance of the activity. We are convinced that any damage to the environment, accident and/or occupational disease can be prevented and that each of our employees, both internal and contractors, are responsible for their own safety and that of their environment.

Contributing to the protection of the Health and Safety of the people and assets of the Company is a priority commitment with a clear responsibility, from the management to all levels of the organization, where the leadership of the managers plays a fundamental role in its implementation. This leadership is key to developing the corporate preventive culture, **Healthy&Safe**, based on five principles:

- We care for our own and each other's well-being
- We speak up and take part in making the workplace healthier and safer
- We are inclusive and invite a diverse range of views on health and safety
- We are engaged in learning and sharing about how we can work better, safer and healthier
- We prepare for and adapt well to changing circumstances

To achieve this goal, the Company has identified Siemens Mobility's "Rules for Life" whose absolute respect is fundamental to incident prevention. This Policy and its procedure guides Siemens Mobility's day-to-day activities and requires that Zero Tolerance behaviors are established, communicated, and implemented in all workplaces, both in project execution, maintenance and service contracts.

Our commitment to each and every employee is based on the right to work in a safe environment that allows them to return home without incident. Our vision of "Zero Tolerance" for unsafe acts and conditions will lead to incident-free workplaces and operations.

We promote the Healthy&Safe culture in every Employee and Contractor who works with us, so that they consciously assume their commitment to self-care, their working environment and the protection of the Environment.

Rules for life

Regardless of whether safety and self-care are the responsibility of each of us, line management, supervisors and team leaders must follow and enforce the Siemens Mobility Rules for Life.

	1. Analyze the risks before starting work		2. Apply for and validate the work permit before starting your activities.
	3. Wear the required personal protective equipment according to the risk		4. When working at heights (2m) use harness and anchor line.
	5. Wear a seat belt when riding in a vehicle.		6. All electrical work must follow the 5 golden rules for electrical safety.
	7. Be in a safe area in relation to moving or energized vehicles or equipment.		8. Follow the lifting plan
	9. Obtain authorization before commencing excavation activities.		10. Obtain authorization before entering a confined space.
	11. Always check and use safety devices		12. Follow the prescribed travel management plan
	13. Do not walk under a suspended load		14. No alcohol or drugs are allowed at any time
	15. No smoking outside designated areas		16. Do not use a mobile phone or exceed the speed limit while driving

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