

Cables de Comunicaciones Work Hazard Prevention Policy

WORK HAZARD PREVENTION POLICY

From its beginnings, Cables de Comunicaciones Zaragoza, S.L. has watched over the well-being, safety and health of its employees and over self-employed workers and employees of other companies that carry out their professional activity in our work centre and collaborate to achieve our production goals.

To materialize this policy Cables de Comunicaciones Zaragoza S.L. is committed to:

- **Complying** with current Legislation about Safety and Work Health.
- **Guaranteeing** a sustainable production system based on continuous improvement and best preventive practices in accordance with principles inspired in the Work Hazard Prevention Act. A job well done will only be considered so when it is done in proper safety conditions.
- **Maintaining** a Prevention Management System that:
 - Integrates all hierarchical levels of the company, involving both management groups and workers in its procedure.
 - Documents all actions of the Preventive Plan
 - Defines the organizational structure, responsibilities, functions, practices, procedures, processes and required resources to carry out the company's hazard prevention plan.
- **Assuring** health and safety of workers through information and training about existing general and specific hazards in the work centre.
- **Making available to workers** all means necessary to periodically watch over their health conditions based on inherent work hazards.
- **Establishing** preventive activity through an External Prevention Service that contributes to avoiding, preventing and minimizing personal injuries and professional illnesses and that will develop services in collaboration with implied areas or departments of our structure as well as, in any case, with worker representation groups or in their absence established communication channels. All of which is intended to avoid or minimize personal injuries and professional illnesses.
- **Encourage** all employees to be responsible in their obligations in preventive matters, to comply with guidelines and with established rules for such purposes by the company.

General Manager
José Luis Carnicero
November 12th, 2008