

# OCCUPATIONAL HEALTH AND SAFETY POLICY



As part of its development, Cabopol defined this Occupational Safety and Health Policy to ensure the clear definition of strategic guidelines in matters of Occupational Safety and Health (OSH). This OSH policy is Cabopol's statement of commitment to OSH and defines the OSH performance principles. It aims to allow that employees understand the global commitment to OSH and how it can affect their individual responsibilities.

To this end, Cabopol undertakes to:

- Ensure a safe and healthy work environment for all employees and continuously improve it.
- Recognize work safety as an influential part of the organization's performance.
- Protect facilities and equipment to ensure safety conditions.
- Encourage all employees to ensure their safety and that of their colleagues who may be affected by their actions.
- Continuously train and raise awareness among employees regarding the risks associated with their work and the preventive measures to be taken.
- Commit to comply with all occupational health and safety legislation.

Every employee is asked to commit to our side and to contribute to the development of this Policy, to ensure its implementation and to report back to us.

Porto de Mós, September 01, 2020  
CEO

