



Euskotren's **mission** is to drive interurban and urban sustainability mobility. It seeks to transport its passengers according to the highest possible safety, comfort and punctuality standards, based on eco-efficiency criteria. It aims to contribute to improving the quality of life in our surroundings, while aligning the company's interests with the values of its users and serving the public interest.

In keeping with its Responsible Governance Policy, Euskotren's **vision** is to operate in a safe and healthy way in order to prevent injuries or work-related health problems of all the people who work in and for the Organisation.

This Policy provides the reference framework to establish and review the OH&S targets and goals. Therefore, Euskotren hereby expresses the commitment of the whole Organisation to:

- Identify and assess the health and safety risks of our activity, including those arising from changes and modifications, in order to eliminate, and should that not be possible, to minimise and control them as part of a zero-accident policy. It also strives to raise awareness of the consequences of workplace accidents, injuries and illnesses.
- Structure a reference framework to establish the OH&S policy and to develop a Strategic Plan to define targets, in accordance with the data on the accident rate and health monitoring for psychosocial and ergonomic risks.
- Comply with the occupational health and safety legal requirements applicable to our activity, along with the voluntary requirements that the Organisation undertakes in this regard.
- Establish information channels with subcontractors in order to ensure effective and efficient coordination of the business activities.
- Foster safe and healthy working conditions, procedures and practices in the organisation in order to minimise risks in the workplace.
- Foster the continuous improvement of OH&S management and performance, integrate health and safety criteria in all the activities and decisions of the Organisation.
- Inform, train and raise awareness of all the Euskotren staff and of our contractors regarding the health and safety risks associated to our operations, the way of working in a healthy and safe way, and the health and safety obligations and responsibilities.
- Foster communication strategies regarding the prevention of risks and health impairment, along with consulting and involvement the Organisation's employees in areas affecting health and safety through social representatives.

The Occupational Health and Safety Policy is public and is regularly reviewed to be adapted and amended as appropriate. Euskotren shall promote its compliance by means of its dissemination at all levels.

6 May 2022

Board of Directors