

## SCOPE

- Leadership and commitment
- Consultation and participation by workers
- Determination of legal and other requisites
- Internal and external communication
- OHS Training
- Follow-up, measure, analyze and assess the performance in Health and Safety related issues
- Control measures
- Protection Equipment and Workwear Management
- Preparation for and response in emergency situations
- Coordination of Business Activities
- Health surveillance
- Purchases
- Management of accidents, incidents, non-conformities and corrective actions

## STAKEHOLDERS:

- Employees and their Social Environment
- Local Community and Surrounding Environment
- Public Administrations
- Clients and Suppliers
- Subcontractors, self-employed workers, bursaries, apprenticeships, etc.
- Shareholders

## GLOBAL GUIDELINES (Mission / Vision / Values)

- Mission:** “To **promote the global transition** to clean energy through the development and application of high technology in rotating electric machines, power electronics and automation and control systems.”
- Vision:** “Next generation, **in a world that will get most of its energy needs from renewable sources, stand as a market leader in generation and power conversion, applying the necessary R&D** to the development of competitive and personalized products, services and systems. Our people are the foundation of our success. The **continuous improvement of our management strategies** and close cooperation with our clients will make Ingeteam a **sustainable corporation**, with profitable businesses, in which all stakeholders will benefit.”
- Values:** “**Social commitment:-** understood as a commitment towards **wellness**, economic and technological development, the **environment**, contributing actively to the **sustainable development of the surroundings where we carry out business activities.**”

## ASPIRATIONS (“General Objectives”)

“We strive to become an organisation with zero-harm to health strategic objective, and one whose main asset are the people. To this end we work towards making available working environments that are safe and with a hazard-prevention commitment, based on team-work, training and continuous learning as well as the positive leadership of the people who form part of Ingeteam. “We all look after each other”.

## OUR PRINCIPLES AND PRIORITIES

- ★ We all believe and work towards having a work environment that is safe for all our employees. Moreover we all know that this a challenge that can only be overcome through commitment, active support and with the contribution of all agents involved in the work process.
- ★ We believe that Health and Safety management must be dynamic, participative and efficient. It is important to invest in people, motivate all personnel through participation and the communication of improvement suggestions, accidents, unsafe acts and insecure conditions.
- ★ Promote new initiatives and ideas on Health and Safety, i.e., foment participation geared towards creating a common and shared health and safety culture.
- ★ From our standpoint improvements in occupational health and well-being is one of the most important investments any company or organisation should make in one of its main asset: its employees.
- ★ We consider compliance with legal requirements to be a matter of minimum requirement and strive to achieve levels of excellence in Health and Safety, by promoting continuous improvement in work conditions and health and safety management.
- ★ We eliminate hazards, reduce risks to a minimum possible and follow in-house processes, standards and procedures. Health and Safety Regulations are based on our experience and legal requirements. Compliance thereto is the responsibility of all; implement the required controls aimed at persecuting, refusing and correcting unsafe practices.
- ★ We look after the others and work as a team: We always look after each other and strive to achieve the same goal: return home safe and sound. We are knowledgeable of our responsibilities within the team and listen to others concerns. Silence equals consent:- therefore, we always question, in a constructive manner, unsafe behaviours and decisions.
- ★ We view safety as being directly related to learning. An organisation that is not a learning organisation, will never be a safe organisation. Organisations need to learn from their employees, learning from all types of “deviations”.
- ★ We think first before we act, observing the situation and what surrounds us. We evaluate and understand risks, by implementing controls and following said controls. If it does not seem very safe, it is more than likely not safe.