



Safety and stop work policy

The ADER Group is a performance oriented company, whose systematic approach to the management of the people and teams that make up ADER, accentuates our major responsibilities, and therefore we prioritize our vision towards the protection and prevention of the health and safety of our employees and the protection of the environment, and its consequent impact on health.

The importance and relevance of our human team takes a preeminent position in our company, and therefore, from the ADER Group, we are committed to implement a visible leadership, take care of the needs of our employees, respect the environment and have established solid global expectations and management systems that facilitate the implementation of a culture of excellence and safety throughout the company.

That is why we work at ADER Group to develop and foster the existence of a culture in favor of the full implementation of standards and policies that promote safety and security, and therefore, all employees have the responsibility to comply with the approach to health and safety established by the company, which is more important than a priority, as it is a fundamental value absolutely shared by the company.

This policy, which is part of our culture of prevention, and aims to protect the people (employees) who work with us from an accident or occupational risk, aspires to be a backbone element that is a hallmark of conduct of all the people who are part of the ADER Group, making us a benchmark in this aspect.

Our Group has applied this vision to develop tools to empower the ADER team in the exercise of this role, from training actions, motivational actions, creation of work teams, and development of agile communication channels, and always from the perspective of placing people at the center.

To this end, all company personnel are authorized to enforce the "Stop Work Authority" program and are required to exercise this authority whenever they perceive an unsafe condition or situation or one that could endanger personnel or affect the environment. None of the activities we perform are so important that they cannot be performed as safely as possible. Both employees and managers of the company have a responsibility to take care of environmental management and safety administration.

All personnel have the ability and obligation to act quickly and unequivocally to stop any activity that poses a risk to their own or others' health and safety or that may cause damage to the environment, understood as deterioration of the quality of its components (air, soil, water, flora and fauna) or alteration of the archaeological and artistic heritage of a site.

We also request each worker to promptly notify his or her immediate supervisor, or the highest ranking ADER Group representative in the workplace, of any unsafe behavior, as well as any action, omission or situation that could potentially lead to an accident.

The Stop Work order must be given in good faith. The ADER Group will not hold employees or subcontracted personnel who report a dangerous situation or who stop work, even if it is later proven that such action was unnecessary, at fault or liable, because health and safety is paramount.

The health and safety of our employees and the protection of the environment are our daily commitment and come before any other requirement.

Jordi Iglesias
CEO