

## 6.3. HEALTH AND SAFETY

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The prevention of labor risks is one of the strategic pillars of all ACS Group companies. Each of these companies and the Group in general maintain the commitment to reach the most demanding standards in this area and so become a reference in health and safety protection, not only for its own employees, but also for its suppliers, contractors and collaborating companies.

The ultimate target of the ACS Group is to create a culture of occupational risk prevention enabling it to attain an accident rate of zero. The Group is getting closer and closer to reaching this goal thanks to the work of the prevention services and the commitment of employees, suppliers, contractors and collaborating companies.

Although each Group company is managed independently, the great majority of them share common principles in the management of their employees' health and safety.

- Compliance with current regulations on occupational risk prevention and other requirements voluntarily observed.
- Integration of occupational risk prevention into all activities and at all levels through proper planning and implementation.
- Adoption of measures beyond regulations to ensure employees' protection and well-being.
- Application of the principle of on-going improvement of the system. And the extension of its principles and the participation of employees through training and information.

- Investment in certification of personnel and application of technological innovations to prevent accidents.

- Development of measures to protect the safety of third parties at the companies' facilities.

The large majority of companies have a specific department and a health and safety management system to comply with the above action plans and priorities.

At the companies that have these types of systems, the following activities are performed:

- Periodic assessment of the risks to which employees are exposed.
- Definition of prevention plans with formal targets that incorporate the improvements identified in the assessment processes.
- Identification and recording of situations that could have given rise to an incident (near misses).
- Workers' and managers' remuneration are linked to achievement of formal targets in regards to health and safety.

The supervision and optimization of these systems involves setting and monitoring objectives, generally on an annual basis, which are approved by senior management. The Risk Prevention Plans implemented at the Group companies include the conclusions from the periodic risk assessments made and establish guidelines for achieving the objectives set.



## 6.3.1. TRAINING

Training and information are the most effective measures to raise awareness and get people from the company involved in meeting the health and safety goals.

The ACS Group collaborates with organizations specialized in health, safety and risk prevention and actively participates in the major conferences, congresses and forums organized domestically and internationally.

	2017	2018
Employees who have received training on safety and health during the year (%)	69.6%	73.1%
Employees who have received training in occupational safety and health throughout their career with the company (%)	99.9%	99.7%





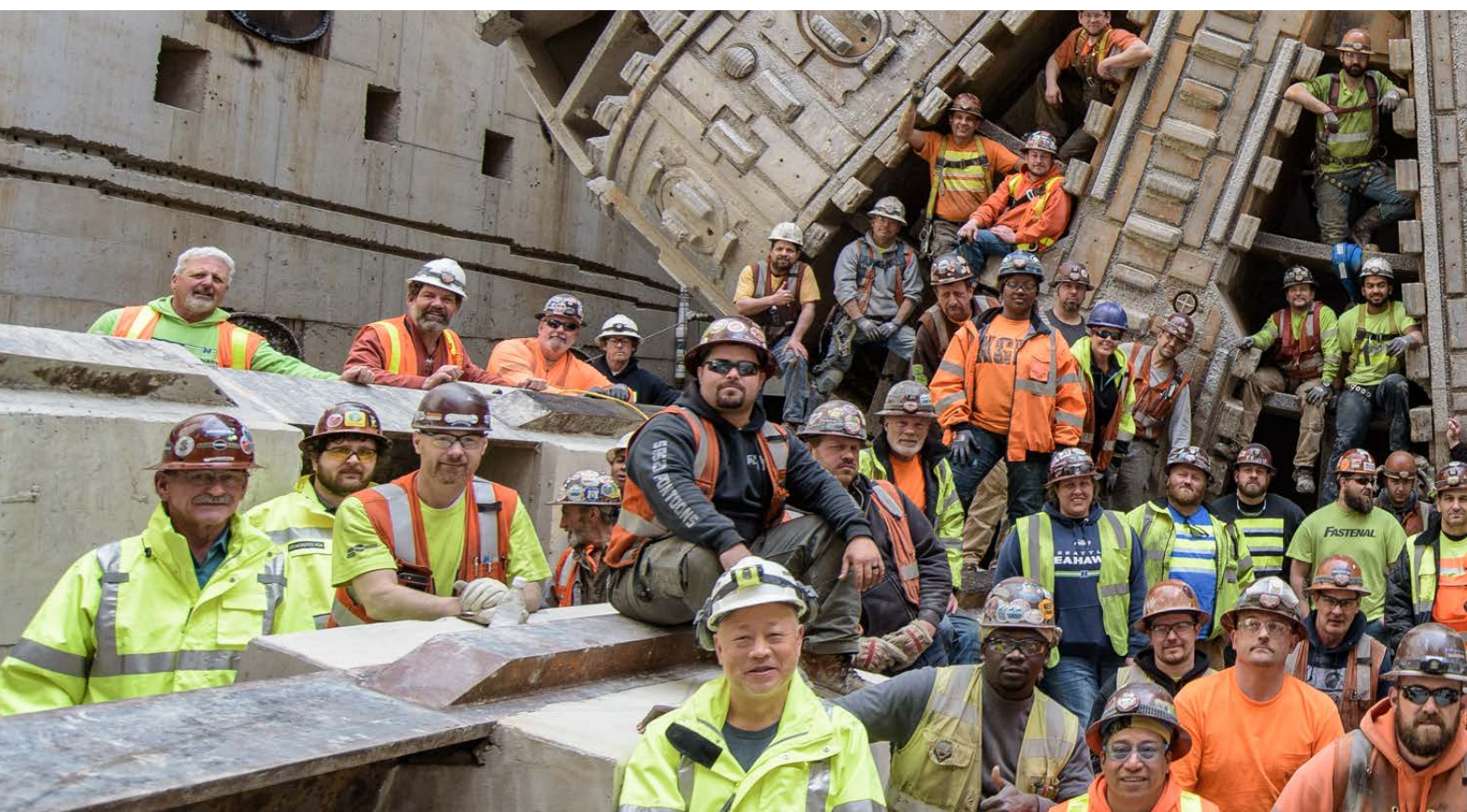
## 6.3.2. SAFETY STATISTICS

This ongoing effort made by all ACS Group companies in relation to health and safety is evident year after year in the continued improvement in the loss rates that have decreased for all areas of activity.

The Services activity has, by its nature of business, has greater incidence and frequency. Given the weight of the service activity, it has an impact on all the consolidated indicators, especially in the breakdown by gender, since the Services activity is where the highest concentration of women in the ACS Group can be found.

	2015	2016	2017	2018
Percentage of total employees covered by the certification OSHAS18001	82.8%	85.4%	88.0%	90.1%
Investment in Safety and Health (€ mn)	128	142	143	160
Spending per employee on safety (€)	754.2	838.0	783.5	817.6

<b>Accident rates Employees</b>	2015	2016	2017	2018
<b>Frequency rate</b>	<b>13.04</b>	<b>13.73</b>	<b>12.25</b>	<b>11.27</b>
Construction	3.29	3.02	2.72	3.17
Industrial Services	9.89	6.81	6.33	5.55
Services	28.80	32.74	31.46	28.68
<b>Severity rate</b>	<b>0.37</b>	<b>0.38</b>	<b>0.34</b>	<b>0.30</b>
Construction	0.09	0.11	0.08	0.08
Industrial Services	0.33	0.17	0.17	0.16
Services	0.79	0.87	0.88	0.77
<b>Incident rate</b>	<b>24.62</b>	<b>25.85</b>	<b>23.14</b>	<b>21.09</b>
Construction	7.65	7.01	6.04	6.91
Industrial Services	20.36	14.25	13.60	11.20
Services	41.15	46.79	44.95	41.86





	2018	
	Men	Women
<b>Frequency rate</b>	<b>6.13</b>	<b>22.24</b>
Construction	3.62	0.63
Industrial Services	5.97	1.53
Services	21.45	31.01
<b>Severity rate</b>	<b>0.16</b>	<b>0.60</b>
Construction	0.09	0.03
Industrial Services	0.16	0.04
Services	0.59	0.83
<b>Incident rate</b>	<b>12.70</b>	<b>34.63</b>
Construction	7.99	1.38
Industrial Services	12.04	3.16
Services	35.43	43.39

	2018
<b>Total number of cases of occupational diseases (employees)</b>	<b>105</b>
Total number of cases of occupational diseases (Male employees)	75
Total number of cases of occupational diseases (Female employees)	30
<b>Frequency Rate of Occupational Diseases (employees)</b>	<b>0.280</b>
Frequency Rate of Occupational Diseases (Male employees)	0.295
Frequency Rate of Occupational Diseases (Female employees)	0.250

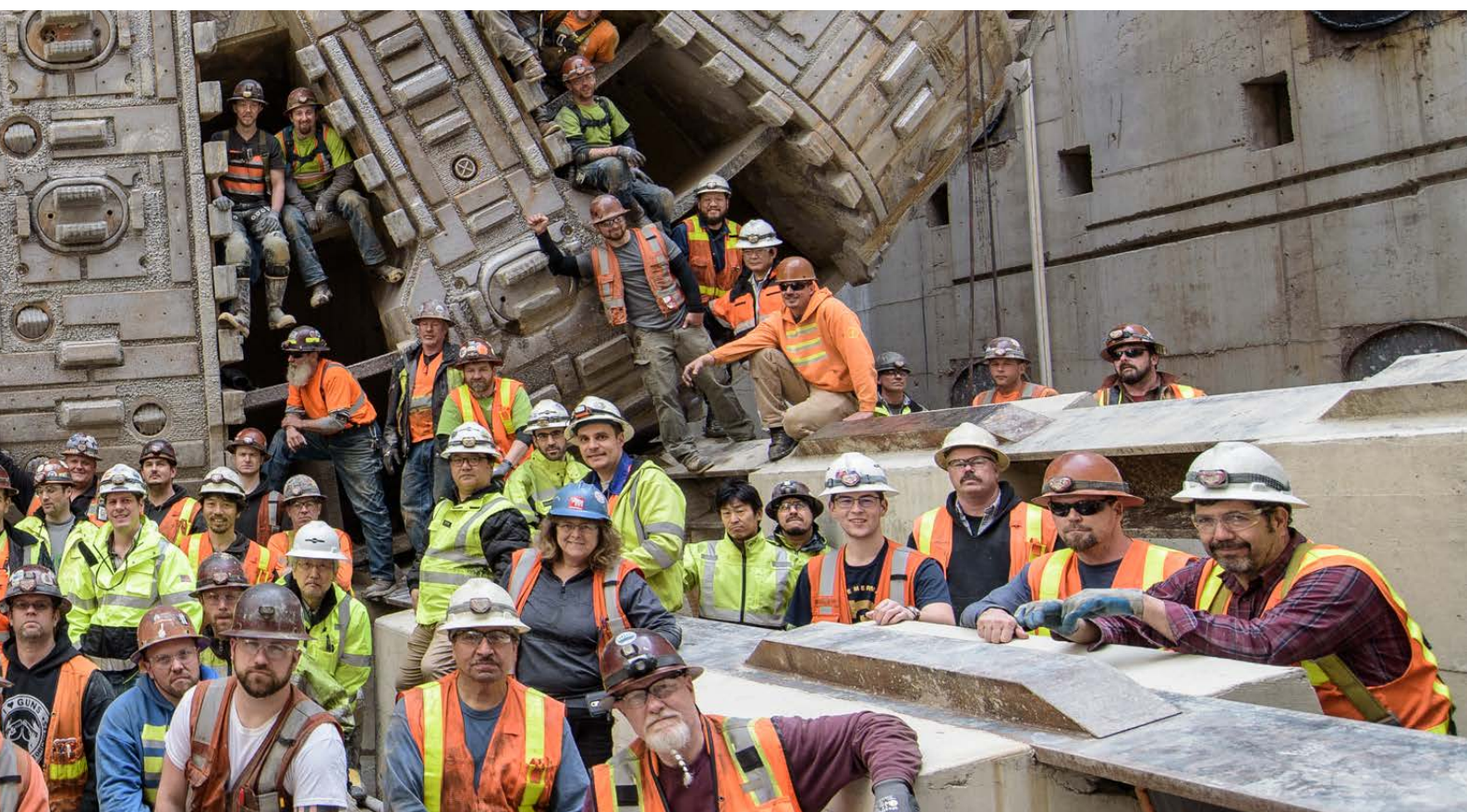
### Health and Safety Glossary

**Frequency Rate:** Number of accidents that have occurred during the working day per million hours worked.

**Severity Rate:** Number of working days missed due to accidents per 1,000 hours worked.

**Incident Rate:** Number of accidents with time off per 1,000 workers.

**Occupational Frequency Rate:** Number of occupational diseases per million hours worked.





## RDI PROJECT (COBRA): REPORTING OF INCIDENTS, THE BRIDGE TOWARDS A PREVENTIVE CULTURE

The Senior Management of the COBRA Group maintains a firm leadership and commitment regarding the management of Occupational Health and Safety. There are many actions that have been carried out, although not all receive notoriety. Both the most visible, and the least, are fundamental for results-oriented management in relation to Occupational Health and Safety, the fact is that the Incident Reporting Project (Proyecto RDI) is an essential tool, which remains a lever for change towards a preventive culture, which has an interdependent relationship.

In COBRA, there is a firm belief in this Project globally. The objective is to significantly improve the voluntary reporting of information. To this end, the commitment of the Senior Management is maintained, which has been transmitted in several conferences, meetings and campaigns in a continuous manner over time. Given that it is a cultural change, much work must be done in carrying out pedagogical work throughout the Organization, so that it reaches each and every one of the employees, both in-house and those of the partner companies.

The project is based on transmitting the following basic principles:

- Risk prevention is not only a priority, it is one of the company's values. There is nothing more important than a person's life.

- When an incident occurs, the organization must know about it. Therefore, any incident that occurs should be reported with absolute confidence. As, Cobra will include it as a "lesson learned" in order to prevent it from occurring again and avoid escalation. Each report is analyzed and resolved.

- Reporting an incident is a personal initiative, in which the employee demonstrates their concern for their own safety and that of their colleagues. This constitutes pro-active participation, and not a passive one, in the management of the Occupational Health and Safety. We encourage positive recognition of the person who participates by providing the voluntary information report.

In 2018, this initiative was a fully implemented project, with more than 31,000 reports of registered labor incidents, which has provided for a significant reduction in accident rates recorded since the implementation of the Incident Reporting project. For the next few years, the objective is to continue the advancement of this project, as a measure for continuous improvement in this area.

The Management is firmly committed to being a reference in the field of safety, by introducing an authentic culture of prevention in all the tasks that are carried out, until ensuring that safety is an inalienable value, which is part of the daily life of all members of our Organization, being, therefore, a tool that allows us to achieve operational excellence.





### ACCIDENT RATES SUBCONTRACTORS

The spreading of the risk prevention culture among suppliers, contractors and collaborating companies

is another of the Group's basic lines of action in terms of safety. Details on the control and management efforts in this area are included in this document in the Suppliers section.

<b>CONTRACTORS</b>	2015	2016	2017	<b>2018</b>
<b>Frequency</b>	<b>4.74</b>	<b>3.16</b>	<b>3.44</b>	<b>3.17</b>
Construction	9.99	4.46	4.75	4.01
Industrial Services	1.90	1.36	1.60	1.85
Services	0.00	0.00	0.00	0.00
<b>Severity</b>	<b>0.05</b>	<b>0.09</b>	<b>0.11</b>	<b>0.10</b>
Construction	0.07	0.13	0.09	0.10
Industrial Services	0.04	0.04	0.13	0.10
Services	0.00	0.00	0.00	0.00

\* Given that Clece does not work with subcontractors, the indicators of the Services activity drop to zero.

\*\* Since 2016 the data for HT Asia Pacific is included under Construction.