

Occupational Health and Safety Policy

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1. Purpose

The Board of Directors of Cementos Molins, S.A has the non-transferable power to approve the Occupational Health and Safety Policy.

The purpose of this policy is to define some principles to create a safe and healthy working environment in all the companies belonging to the Molins Group in order to eliminate occupational accidents. With this purpose in mind, all the Group's companies, along with the corporate coordinator of the Occupational Health and safety Department, have prepared a Occupational Risk Prevention Management System as well as a series of protocols aimed at eliminating accidents.

2. Scope of application and communication of non-compliance with Policy.

2.1 Scope of application

This policy applies to all the Spanish companies of the Molins Group and to the international individually-controlled subsidiaries.

In subsidiaries where control is not direct or is shared, the Board of Directors of the subsidiary is responsible for ensuring that the internal Occupational Health and Safety Policy is aligned with the general guidelines of this policy, making the changes necessary to ensure their alignment.

2.2 Communication of non-compliance with the Policy

All employees of the Molins Group must comply with Corporate Governance Policies and communicate to the Ethics and Compliance Committee any breaches of the guidelines and procedures described in this document in the shortest possible time and through the channel established for this, i.e., the Group's complaints channel. The Management of the Molins Group will determine the regime of sanctions to apply proportionally to the seriousness of the act to the person directly responsible for the breach of the Corporate Governance Policies and to those who, having the duty to prevent the breach, have not acted diligently to prevent it. In addition a sanction will be applied in a proportionate manner to those who, knowing the existence of the breach, did not duly report it.

3. Responsibilities

- The Board of Directors of Cementos Molins, S.A. his responsible for approving the Molins Group's Occupational Health and Safety Policy.
- The Ethics and Compliance Committee: is responsible for regularly supervising the compliance and effectiveness of this Policy.
- The General Management of each company: is responsible for ensuring implementation of the Occupational Health and Safety Policy and its resulting guidelines or protocols. It is also responsible for ensuring the development and implementation of a safety system in compliance with the existing legislation and the Company's good practices. Similarly, it is

responsible for leading review meetings of the Safety System and encouraging the company to execute the action plans in order to achieve the objectives set.

- The Occupational Health and Safety Coordination of the Molins Group: is responsible for:
 - Ensuring compliance with the general principles of the Occupational Health and Safety Policy.
 - Helping companies to improve their occupational health and safety culture.
 - Monitoring the implementation of the Occupational Health and safety Policy.
 - Promoting, reviewing and maintaining the appropriate indicators in order to monitor the results.
 - Ensuring synergies between the Group's companies and the exchange of the best practices available.
 - Communicating serious accidents to the Group's Management Committee.
 - Disseminating the information obtained from investigations in order to keep the Group on its toes regarding accidents.
- The Occupational Risk Prevention Department of each company: is responsible for:
 - Helping the company to implement the Occupational Health and Safety Policy as well as the guidelines and protocols developed.
 - Preparing an Occupational Risk Prevention System appropriate for each company and monitoring its development through either indicators or internal or external audits.
 - Proposing an annual preventive action plan ensuring its monitoring once it has been approved by the General Management.
 - Preparing specific training and communication activities and meetings in order to consolidate a culture of safety.
 - Reporting accident data and results from accident investigations to the Group's Occupational Health and Safety Coordination.
- The employees of the Molins Group: are responsible for:
 - Actively participating in the implementation of policies and procedures.
 - Communicating risk situations through the corresponding channels.
 - Reporting all accidents and incidents as soon as they occur.

4. Action principles in Occupational Health and safety

In order to achieve the objectives defined by the Group, a series of action principles has been established so that the Group's employees learn how to work in the safest possible way. The Group's long-term vision is to eliminate accidents and occupational diseases.

- To comply with the current legislation regarding the occupational health and safety matters applicable to the Group's activities.
- To identify and analyse possible risks regarding occupational health and safety.
- To establish safety measures to promote safe and healthy workplaces.
- To continuously seek solutions in order to avoid risks and damages in the working environment, so improving the working conditions of all those involved with the Company.
- To establish a constant communication flow with all those involved with the Group in order to detect any possible risks that may happen in the Company and foster a culture of safe and healthy work.

Additionally, the Molins Group promotes the following principles across the Group:

- Safety, as a fundamental value that falls to everyone.
- Every accident can and must be prevented.
- The management team is responsible for preventing accidents.
- The prevention of occupational risks is a condition of employment.

5. Audit and Monitoring of Occupational Risk Prevention

5.1 Occupational Risk Prevention System

- The Occupational Risk Prevention System defined by the Molins Group shall contain at least: Risk assessment.
- Operating procedures for high-risk areas.
- Identification and compliance with the applicable legislation.
- Training the staff in the risks inherent to their workplace.
- Internal audits of performance and periodical inspection of the affected areas.
- Contractor management.
- Accident and incident investigation.
- Control of implementation of preventive and corrective actions.
- Annual improvement plan, objectives and indicators.
- Emergency plan.
- Health monitoring. Monitoring by the General Management.
- Annual performance report and monitoring.

The Occupational Risk Prevention Management System of the Molins Group must comply with the legislation applicable in each country in terms of occupational risk prevention, as well as with the principle of continuous improvement.

5.2 Audits of the Occupational Risk Prevention System.

The person in charge of occupational risk prevention is responsible for coordinating the audits of all the national companies that are part of the Group. The Internal Audit Department will be responsible for supervising and cooperating with the audit of the department as specified in the applicable legislation.

6. Reference documents

This section includes the documents referred to in this policy, namely:

- Annual Report of the Molins Group.
- Accident Reporting and Monitoring (Reference Doc.14.2017.V1).