

CaixaBank Occupational Health and Safety Policy

Aware of the importance of promoting initiatives and actions to provide an appropriate work environment, CaixaBank's management has reiterated those being implemented and states its commitment to:

- Fostering a culture of prevention at all levels of the organisation and integrating this culture in all its processes.
- Ensuring compliance with regulations applicable to our activities, as well as fulfilling other pledges that the company makes voluntarily.
- Considering preventative issues at root level, during the design stage, the procurement of work and services and the acquisition of equipment and products.
- Preventing occupational hazards, damage and illnesses by gradually implementing the necessary improvement measures and taking into account key issue to ensure continuous improvement in levels of protection.
- Training and raising awareness of employees, engaging them in the OHS Policy and prioritising communication and information, so that OHS management involves everyone in the organisation.
- Establishing and keeping up to date an OHS Management System in accordance with OHSAS 18001 specifications.
- Making sure the OHS Policy is available to all stakeholders.

To establish and develop this commitment, annual targets will be set to mark the degree of progress in the continuous improvement in OHS management.

Edition approved by the Occupational Health and Safety Coordinating Committee.