

### ***CaixaBank Occupational Health and Safety Policy***

CaixaBank management, sensitive to fostering all initiatives and actions to favour appropriately safe and healthy working conditions, reaffirms the steps it has already been taking and declares its commitment to:

- Fostering a culture of risk prevention at all levels of the organisation and making this part of all its processes.
- Ensuring compliance with legislation applicable to our work, as well as other voluntary commitments entered into by the company.
- Considering prevention issues right from the start, in the design phase, in procurement of work and services and in purchasing equipment or goods.
- Preventing occupational risks, harm and illness by gradually implementing the pertinent improvements and taking into account the aspects necessary to ensure constant improvement in protection levels.
- Training and sensitising all staff, emphasising consultation and participation involving them and their representatives, engaging them with the Occupational Risk Prevention Policy and prioritising communication and information to make management in the area of Occupational Risk Prevention the responsibility of all members of the organisation.
- Establishing and keeping up to date an Occupational Risk Prevention Management System to ensure appropriate protection of all employees' health and safety, eliminating hazards and reducing their risks.

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