



# OCCUPATIONAL HEALTH AND SAFETY POLICIES



Occupational Health and Safety Policy of the company **PVHardware** is aimed at the effective compliance of the activity that it develops, which is marketing, construction, management, operation, maintenance, redaction of projects and construction management in photovoltaic systems, as well as design and manufacture of hardware and software for plants generating renewable energy, protecting their workers of the risks to be exposed in their daily activities.

In this sense, **PVHardware** Management, in order to prevent occupational risks derived from its activities, products and services, has implemented an Occupational Health and Safety System according to OHSAS 18001:2007 standard.

In this way, the provided service is developed with a performance according to the highest standards of efficiency, safety, quality and operational reliability, taking into account at all times the control over the potential risks to which they are subjected.

The Policy means the commitment of the company, assumed by its highest executive establishment, in relation to guidelines aimed at the conservation and development of the physical and human resources, as well as the reduction of the harm to the health of workers and the assets of the company.

Therefore, the Management has decided to promote the Policy in order to achieve the general objectives which are summarized next and that will be summed up in other annual quantifiable objectives to comply by the different levels and responsibilities defined by the Management, whose review and renewal will be done through annual reviews of the system.

1. The Management of the Company actively promote a culture of the Prevention Management directed at actively engaging the whole of the company.
2. Continuous improvement of working conditions and inherently, the prevention of occupational risks, constitutes a basic objective and is assumed by the Management as a priority and direct responsibility.
3. It is responsibility of the Management and workers the achievement of this objective.
4. Risk prevention will be integrated at all levels of the company and at management criteria, which can interact with related tasks such as quality and environment.

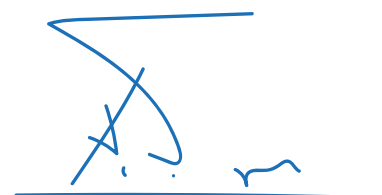
5. Procedures and tools will be supplied to workers to collaborate effectively in the field of health and safety with the Management and improve the working conditions of the company.
6. The information and training at all levels will be an important aspect to make a responsible contribution to the continuous improvement of working conditions. Also, communication with the interested parties will be an important basis for the revision of the implemented system.
7. The continuous improvement of working conditions must be reflected in a reduction in the occupational incidents and its gravity, as well as in the achievement of the well-being of the workers in the near future.
8. The compliance with the legislation in force as well as other requirements to which the Organization signs up are compulsory for all workers in the activities that they perform. The system will be modified to the requirements that are defined.

The Occupational Health and Safety Manual is a document open in terms of communication and participation to the workers and interested parties and open to the introduction of new procedures, to meet the final objective which is the continuous improvement of the working conditions. The objective of the implemented system, with the cooperation of all the members of the company, is to evolve towards the improvement of the working conditions and the prevention of risks, and must be, therefore, a commitment by all members of the staff of the company.

The Management, submitting this Policy, assumes the commitment of the leadership of the process and make the reasonable efforts in human and material resources.

Each one of the members of the organization is responsible for performing its work in accordance with the guidelines set out in the Health and Safety Management Manual and in the documents that develop it. Only the coordinated efforts of the whole company will permit to achieve the objectives and goals, which will be reviewed and renewed for continuous improvement.

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