

Health and Safety at Work Policy

ANA Aeropostos de Portugal, SA, an airport management company, considers the health and safety of its employees, service providers, customers and visitors to be a priority goal that must be a part of all its business dealings.

The policy of ANA Aeropostos de Portugal, SA, therefore, includes its pledge to:

- anticipate and prevent occupational health and safety risks, according to the general principles of risk prevention;
- provide and ensure a healthy workplace environment, with safe conditions and equipment, and offer training that gives the employees and service providers the knowledge they need to safely carry out their assigned duties;
- guarantee that all employees and service providers, as well as the company's customers, are responsible for ensuring that their own work is carried out within the required parameters, complying with, and seeing that others comply with, the provisions set forth in law and the safety instructions, in order to eliminate or minimise risks to themselves and to others;
- encourage the participation of and consultation with employees;
- establish and periodically review the objectives and measures that are aimed at preventing on-the-job accidents and professional illnesses and that promote the health of the employees, service providers, customers and other parties of interest to the organisation;
- guarantee compliance with the applicable provisions of law and other regulations on occupational health and safety;
- develop and maintain an occupational health and safety management system, based on the concept of on-going improvement, in order to perfect the company's performance in terms of health and safety, designing and adopting safe processes, practices and work systems.

The occupational health and safety management system will be monitored by performance indicators that are established and periodically reviewed by the Management Bodies.

This policy will be widely disseminated to all company employees and service providers and will be made available to all interested parties.