

HEALTH AND SAFETY POLICY

CIKAUTXO, which engages mainly in the design and manufacture of technical rubber and plastic parts, and CIKATEK, as the Unit of Research, Development and Innovation, within the continuous improvement dynamics developed in the company's different management areas, considers Occupational Health and Safety and Property Risk Prevention a strategic area to be developed and integrated in the management of our organization.

The Company's Management assumes this intention and acquires the commitment to implement it, understanding that it is under the obligation of providing the necessary organizational, human and material means to achieve and guarantee a high level of Occupational Health and Safety and Property Risk Prevention status.

To this end, it has established an Occupational Health and Property Risk Management System as basic elements of which are compliance with the legislation and internal regulations applicable to the organization and the periodical definition of objectives and goals, which are communicated across the organization, based on permanently updated risk identification and assessment, which guarantees compliance with all the legal and regulatory requirements applicable to this field and prevention of work-related injuries and deterioration of health status, eliminating hazards and reducing Occupational Health and Safety risks.

Management is responsible for the Occupational Health and Safety and Property Risk Management System, based on the principle of continuous improvement of the preventive action, who shall lead its implementation through all the Company's managers, who are responsible and accountable for managing workplace health and safety with strong leadership and credibility, consulting with the employees and/or with their representatives on matters affecting their health and safety.

However, the company as a whole is responsible for the adequate management of Occupational Health and Safety and Property Risk Prevention and therefore, each and every one of the employees are responsible for fulfilling the established procedures and for their involvement in the preventive action by identifying existing risks and putting forward suggestions. To this end, Management shall guarantee the adequate training and information of the company's personnel.

In the same way, the implementation and the continuous improvement of the Occupational Health and Property Risk Management System is focused too in the communication with contractors and other interested parties, ensuring that all external personnel entering to the company have necessary training, information and are adequately equipped to work safely.

In order to ensure compliance with this policy, systematic audits shall be established to verify said compliance and the adequacy of the System to the nature and magnitude of the risks, thereby ensuring the improvement and updatedness of the System.

A handwritten signature in black ink, appearing to be "Iñigo Laskurain Pagaegi".

Iñigo Laskurain Pagaegi
General Manager

Berriatua, 17th May 2019