

IN 2 MINUTES

Never enough

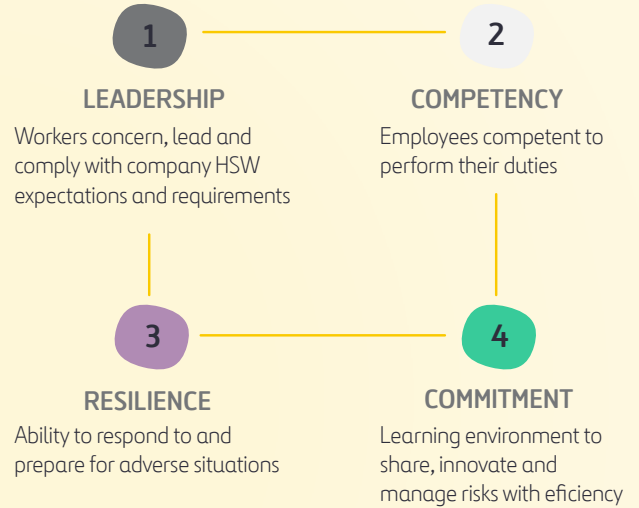
Health, Safety and Wellbeing (HSW) is not only a cornerstone of the Horizon 24 strategic plan, but it is also part of Ferrovial's DNA. The involvement both of management and employees is absolute, with the sole objective of creating safe places to work and for everyone to return home safe. It can never be enough.

HSW STRATEGY

VISION



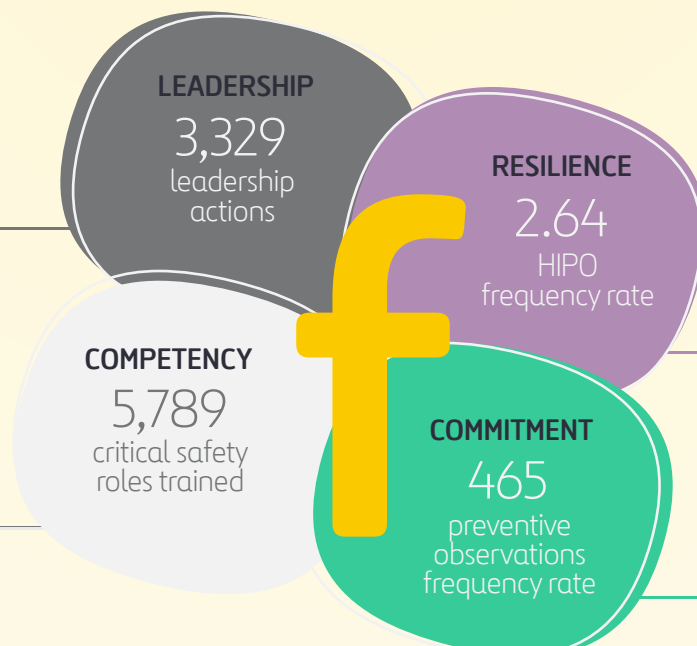
4 OBJECTIVES



LINES OF ACTION

- Involvement of leaders
- Accountability by category
- KPIs linked to individual performance
- Reward and recognition of excellence

- Training programs
- Defined competencies
- Annual reviews
- The HSW function is a management support



- Systems and processes incorporate high-potential event reporting
- HSW, integrated into the strategy and life cycle of projects
- Real-time data to ensure the health, safety and wellbeing of employees

- Learning from events
 - Improve employee engagement
- Define communication framework