

THE CT ENGINEERING GROUP

HEALTH & SAFETY POLICY

The CT Engineering Group, dedicated to engineering projects, recognizes the paramount importance of the health and safety of our employees, contractors, visitors, and the communities in which we operate. We are committed to providing a safe and healthy work environment and promoting a culture of safety throughout our organization. This commitment ensures the well-being of our people, enhances our reputation, and fosters a productive and thriving workplace.

Applicability: This policy applies to all sites and activities within the CT Engineering Group, including its subsidiary CT Ingenieros A.A.I., S.L. (CIF: B48689194). Every site is expected to adhere to the guidelines and principles outlined in this policy.

Our Health & Safety Policy outlines our **objectives and commitments** in the following key areas:

Incidents and Accidents Reduction: We are dedicated to proactively managing and reducing workplace incidents and accidents to ensure the safety and well-being of our employees.

Targets:

1. Reduction of 30% in occupational safety incident rate by 2030.
2. From 2024, the aim is to have NO work-related accidents with leave.

Hazard Identification and Risk Management: We are dedicated to identifying workplace hazards, assessing risks, and implementing appropriate control measures to eliminate or minimize potential harm.

Targets:

1. More than 90% of the CT employees must be covered by a health & safety risk assessment.

Incident Reporting and Investigation: We prioritize the reporting and investigation of all occupational incidents to prevent reoccurrence and continuously improve safety.

Targets:

1. Communicate the incident and accident reporting process at least once a year.

Emergency Preparedness: We are dedicated to being prepared for emergencies and ensuring the safety and well-being of our employees during unforeseen events.

Education and awareness: Promoting training and awareness to raise awareness and responsibility among all personnel regarding safe work practices.

Targets:

1. Starting in 2025, it is mandatory for 95% of newly onboarded CT employees to receive training regarding the health & safety policy and its impact on their day-to-day work

Applicable laws and regulations: This policy will be implemented with a commitment to adhere to the specific local health and safety laws and regulations at each site within the group.



**ENGINEERING
DRIVEN
PEOPLE**

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Health & Safety system based on ISO 45001: The CT Engineering group implements a health & safety management system based on the UNE-EN-ISO 45001 standard in relevant sites, ensuring the well-being of our employees and the safety of our work environment. The scope of this certification is "Engineering Services for Product Innovation, Development and life cycle Support".

Accountabilities: The annual Health and Safety Committee, composed of the General Manager, the Country Managers, the COO and the Health and Safety Manager, is responsible for overseeing the company's health and safety policy, ensuring its adherence, and promoting continuous improvement. The Health and Safety Manager will oversee the daily responsibilities of maintaining a safe work environment, compliance, and engagement of all stakeholders in our health and safety efforts.

Review mechanism: This policy is reviewed annually in October to assess its effectiveness and relevance, taking into account changes in regulations and best practices. Any necessary updates are made to ensure it remains aligned with our commitment to health and safety.

At the CT Engineering Group, we believe that the health and safety of our people is a fundamental priority. We are committed to upholding this policy to the highest standards and continuously improving our health and safety performance.

This policy is communicated to all our internal stakeholders and is published on our intranet and [website](#).

June the 17th, 2026

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by BRUNET Julien
Date: 2026.06.17
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Julien Brunet
COO

BRUNET Julien - COO

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Vicente Egea
General Manager

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