

HEALTH, SAFETY AND WELLBEING

# Always Safe, Always Ready

**FREQUENCY RATE**

-4.35%

compared to 2020

**HOURS OF HEALTH AND SAFETY TRAINING**

487,755

4,5 million since 2015

**LEADERSHIP ACTIVITIES**

8,401

Ensuring that all employees internalize health, safety and wellbeing as core values in their daily work is essential to achieve the objectives proposed in this area and guarantee safe working environments.

At the end of 2019, Ferrovial's Board of Directors approved its 2020-2023 Health, Safety and Wellbeing Strategy, which is implemented through annual plans and focused on four strategic elements: leadership, competence, resilience and engagement. By 2021, the plan establishes for each pillar:

**LEADERSHIP**

Objective: workers inspire, care for and are strict about complying with health, safety and wellbeing expectations.

Ferrovial is committed to the health, safety and wellbeing of its employees, and each employee must be a leader in this area to make a difference. Under this premise, the company seeks to inspire people to reorient their leadership, how they approach and enforce it. In 2021, a variety of different initiatives have been rolled out:

- 870 safety and health "leaders" have carried out 8,401 leadership activities, 104% of the target. In addition, all members of the Management Committee have a personal commitment to health, safety and wellbeing by 2021.
- Health, Safety and Wellbeing Awards: Reward and recognition are central to the strategy. Therefore, under the Chairman's patronage, these awards have been launched and are divided into three categories: leader in health, safety and wellbeing; high-performance team; and best innovative technical solution implemented.
- Virtual training and guidelines for leaders, aligned with Health, Safety and Wellbeing strategy.
- Executive review of high potential incidents.

**COMPETENCY**

Objective: ensure teams are competent, trained and empowered to perform their duties.

To optimize the company's training efforts, the "License to Operate" program created in 2020 continues to operate, its objective is to identify critical health, safety and wellbeing positions for which a series of specific competencies will be defined in order to be able to perform these roles. These requirements are flexible to the needs of the country, implemented in a phased manner for all positions and responsibilities, and will be reviewed annually to support the development of all individuals. In addition, all levels will be covered, from the most senior positions to managers, team leaders and supervisors, in all workplaces. The initiative is being carried out in different phases and, when fully implemented, will provide assurance that the company has skilled workers in each of the roles identified, enabling the necessary health, safety and wellbeing training to be accurately forecast.

**RESILIENCE**

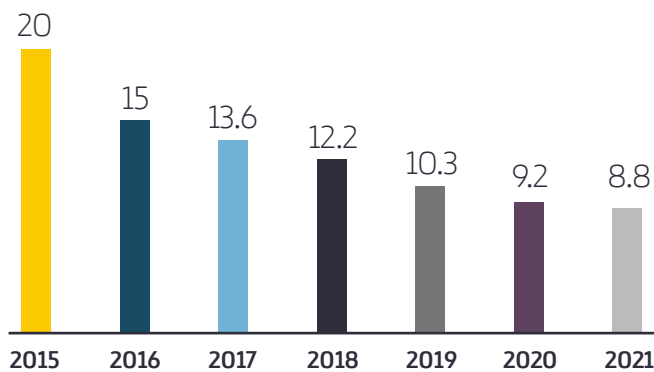
Objective: Ferrovial is prepared to protect its employees, stakeholders and businesses in adverse circumstances.

Ferrovial continues to focus on High Potential Events, i.e. any event with the potential to have caused a fatal or catastrophic accident but that have been avoided. These events are reported and analyzed weekly by the Management Committee and an executive review of each event is carried out. As result, lessons learned can be drawn and the following actions, among others, have been taken:

- Development of a leadership program.
- Planned versus actual indicator to increase employee engagement.
- Launch of Health, Safety and Wellbeing Digital HUB, which includes a website and an app for knowledge sharing.
- Visual standards mobile flipbook.
- Awareness video on High Potential Events.

On the other hand, the current indicators have also continued been reported. In 2021, 136,565 inspections and audits were carried out and 487,755 hours of health and safety training have been provided. Thanks to the improvement actions implemented and the commitment of all employees, the frequency rate has decreased by 56.5% compared to 2015, and by 4.35% compared to last year.

**FREQUENCY RATE**



**COMMITMENT**

Objective: to generate a learning environment that facilitates the exchange of knowledge, innovation and effective communication.

To make the Health, Safety and Wellbeing strategy effective, each employee has a relevant role. Therefore, each employee is inspired, encouraged and empowered to make a difference and create safer workplaces. Employee commitment is vital to create safe work environments, so in 2021 the following initiatives, among others, have been implemented:

- First Health, Safety and Wellbeing Week at Ferrovial, sponsored by the Chairman and supported by the CEO. Various initiatives were carried out and the new claim #AlwaysSafeAlwaysReady (ASAR) was launched. 5,500 cards and lanyards, 1,050 posters have been distributed in 14 countries, 25 news have been published on the intranet and 370 posts on Yammer, which were viewed by 6,100 employees with 65,500 reads and 1,017 interactions. In addition, 39 posts were published on Ferrovial's social networks, with 39,225 reads and 1,245 interactions. Finally, 15 videos were produced and 3 online events were organized.

- Employee health and wellbeing:
  - The HASAVI health and wellbeing program continues to be in place: workshops on health and disease prevention, nutrition, physical exercise and emotional wellbeing. Health guides have also been published (healthy recipes, mental health in the workplace, etc.).
  - Global Network of Wellbeing Ambassadors: launched during the Health, Safety and Wellbeing week, it has more than 80 employee volunteers around the world to communicate, identify needs, find solutions and launch and promote specific initiatives related to health and wellbeing at the local level.

Ferrovial has been awarded with the "Health and Business Award" by Digital HR for HASAVI, its health and wellbeing program.

**COMMITMENT TO INNOVATION**

For Ferrovial, innovation is a lever for change to improve Health, Safety and Wellbeing performance. For this reason, it has continued the work started in 2018 on the Safety Lab, with the aim of being a tool to provide solutions to the challenges faced by workers in day-to-day operations, in all work centers.

**Safety Lab – Active Light**

The Safety Lab program is an innovation laboratory that seeks to adopt new methodologies and technologies that help improve the safety of employees and infrastructure users. It has developed more than 15 projects for all business units, to date.

Active Light is one of the initiatives of the Safety Lab, which aims to increase the visibility of road operators. An operator on the road must wear a reflective vest, but sometimes this is not enough for him to be visible. For this reason, Active Light has been developed, a vest equipped with active lights and LED lights that increases the visibility of workers by 700%, from 50 meters to 350 meters away. In this case, the person does not reflect any type of light, but rather the vest itself emits it.

The vest is also equipped with advanced functionalities, operating autonomously through a device that communicates with the control center. If something happens to a worker (SOS Alert - Man Down Warning), the control center will know in less than 5 seconds. In this way, it is possible to increase the safety of those working on road infrastructures. Currently, this solution has been used for more than 500 hours on the A-66 highway in Zamora and will be extended to other Cintra concessions such as the Via do Infante highway in the Algarve and the I-77 in the United States, reaching more than 50 vests in use worldwide.