

CODE NG.FER.SS-001**TITLE:** Health, Safety and Wellbeing Policy**VERSION:** 3.0**CANCEL TO:** Policy published in July, 2015**LAST REVIEW:** 18.12.25**SCOPE:** GENERAL**DATE OF DISSEMINATION:** 27.01.2026**LANGUAGE OF THE ORIGINAL VERSION:** English**APPROVED BY:** Board of Directors**ISSUING AREA:** Health, Safety and Wellbeing

REVIEW HISTORY

Version	Date of dissemination	Reason and summary of changes	Cancels/Replaces:
1.0	FEB 2006	N/A – first version	N/A
2.0	31/07/2015	Update the content to the new company framework and expectations	Policy published Feb 2006
3.0	27/01/2026	Update the Policy to the company and expectations	Policy Published July 2015

Ferrovial, N.V. and its group companies (collectively “Ferrovial”), is committed to the health, safety and wellbeing of our team members as well as the contracting and supply chain partners with which we work. This policy reflects that commitment and extends to the public affected by our work activities.

Our Health, Safety and Wellbeing Policy is underpinned by our values, driven by leadership, supported by operations, calls for individual ownership, and discipline in our business processes. Its purpose is to foster safe and healthy workplaces, safety excellence for our clients, and value for our shareholders. Our commitment is supported by action.

1. Driven by leadership:
 - a. Focused on injury prevention, namely serious injuries and fatalities,
 - b. That creates a supportive work environment, promoting physical and mental health,
 - c. Fostering transparency, learning, and fulfillment of legal requirements,
 - d. That establishes annual objectives and quantitative targets that promote continuous improvement, and
 - e. Recognizes and rewards excellence.
2. Supported by operations:
 - a. With a daily focus on reducing and eliminating injury risk,
 - b. With the consultation and participation of our teams, and where applicable, workers’ representatives.
 - c. Resourced with competency and the means to succeed, and
 - d. Focused on innovation to reduce risk and improve how work gets done.
3. With individual ownership:
 - a. Collaborating in the planning and preparation of our work, with an emphasis on high-risk activities,
 - b. Engaged in the effectiveness and verification of lifesaving control measures,
 - c. Looking out for one another, speaking up when unsafe conditions are detected, and
 - d. Empowered with the right and responsibility to stop work that is unsafe without fear of reprisal.

Leading to an organization that is: Always Safe, Always Ready.

Our policy is a course of action to be pursued by all companies that comprise Ferrovial, whatever their area of business, geography, or activity.

Ferrovial’s Board of Directors has approved and oversees this policy, with the HSW Director providing regular updates on performance and initiatives.