

Psychosocial Risks Prevention Policy

OSSA is aware that **"the improvement of working conditions has an impact on both productivity and the work environment and that the harassment behaviors harm the workers directly affected, also having repercussions on their immediate environment and on the whole company"**. For this reason, OSSA commits to ensure a minimum health standard for the psychosocial work environment, and to identify the presence and level of exposure to psychosocial risks within the organization.

- a) Promote support between workers and superiors in carrying out tasks, **promoting teamwork and effective communication**, eliminating social isolated work conditions and competition between colleagues.
- b) Increase **opportunities to apply knowledge and skills and to learn** and develop new skills; through the enrichment of tasks through upward functional mobility or the rearrangement of processes that involve performing diverse and more complex tasks
- c) Promote the autonomy of workers in carrying out tasks; **promoting effective participation in decision-making related to work methods**, the order of tasks, the assignment of tasks, the rhythm, the amount of work...; bringing execution as close as possible to task design and planning.
- d) Facilitate **the compatibility of family and work life**; introducing flexible time and working hours measures in accordance with the needs derived from domestic-family work and not only from production.
- e) Adapt the amount of work to the daily working hours through **good planning, as a basis for assigning tasks**, having the necessary staff to carry out the work allocated to the production center and with the improvement of production or service processes.
- f) **Respect and fair treatment for people**, providing fair wages, in accordance with the tasks actually performed and the qualification of the job; assurance of equity and equal opportunities between genders and ethnic groups.

The senior management is committed to ensuring that all the people who work at OSSA are protected against harassment in the workplace and are aware of the measures that the company has put in place to detect, fight, and prevent situations of harassment.



In San Sebastián de los Reyes (Spain), on May 06, 2025
Mr. Carlos Puente Costales
President