

# HEALTH AND SAFETY POLICY

**At Grifols, people are most important**, therefore the health and safety of employees is our highest priority.

Grifols' Management team establishes, implements, and maintains the Health and Safety Policy and is committed to:

- **ensuring** safe and healthy conditions and activities for all staff working in facilities around the world.
- **complying** with corporate standards, legal requirements and other applicable obligations.

In addition, Grifols has established the following aspects as pillars in the area of Health and Safety:

- **Objectives**  
Establish health and safety objectives and monitoring indicators that are reviewed periodically.
- **Integration**  
Health and safety must be integrated into different levels, processes and standards of the organization. All employees receive information and training that is appropriate to their roles and responsibilities.
- **Hazards and risks**  
Avoid hazards and reduce risks identified within the company's workplace and achieve a safe and healthy work environment. Material resources are available to all employees and dedicated teams have been assigned to manage and support this effort. The consultation and participation of all employees and their legal representatives throughout the organization is required for us to carry out these efforts.
- **Well-being**  
Establish a well-being plan that addresses the physical and mental well-being of all persons who work in the organization. We are committed to providing safe working conditions and promoting healthy lifestyle habits at work and at home.

This policy provides a framework of reference for continuous improvement and to promote a safe and healthy workplace. The policy is being shared with the entire workforce, as well as any other interested parties.

Sant Cugat del Vallès, July 2022



Víctor Grifols Deu and Raimon Grifols  
Grifols CEOs