OHS PROGRAMS

How we manage it

1 **Senior Management assignment of the OSHA (Occupational Safety and Health Administration).** The declaration of the Odinsa's senior management and Concessions in their occupational safety and health politics is to focus on the efforts looking for reduction of risks, it includes the assignment of financial, technical and human resources. For that reason, it is important to delegate to a person in charge with the necessary skills for design, execution and follow up for the start-up of the Occupational Safety and Health management system and the achievement of the defined targets.

2 **Independent third party verification of the OHS practices under standards such as ISO 45001.** Monitoring of compliance of the System is one of the priorities of the internal occupational health and safety committees, which in most cases use online platforms provided by the occupational risk insurers (ARL), which enable detailed monitoring of performance of the System's activities.
Additionally, periodic reviews are performed on the level of compliance of the OHSMS by the ARL, in accordance with the items defined in Decree 312/2019 at ODINSA and its concessions: OPAIN, Autopistas del Café, Concesión Vial de los Llanos, La Pintada and Túnel de Oriente.
In the case of the concessions: Concesión Vial de los Llanos and LA PINTADA have also adopted the standard ISO 45001-2018, and for this reason each year their processes are audited by external third parties for the effects of maintaining their certifications.

▶ MANAGEMENT

The Occupational Health and Safety Management Systems of Odinsa and concessions are regulated by current legal regulations, which defines the guidelines we must have for the development and implementation of improvement actions, with the aim of preventing, anticipating, recognizing, assessing and controlling the risks that may affect the safety and health of employees.
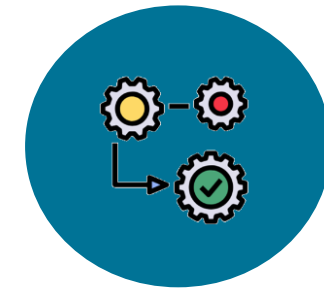
Policy
Declares its commitment and interest in protecting the safety and health of its employees.

Compliance with:
Legal requirements and Risk Matrix stipulated by OHS.

OHS Programs
Aimed at fostering a culture of prevention and self-care.
Preventive Medicine
Biomechanical
Psychosocial

Continuous Improvement of the OHSMS
Enables the identification, assessment and control of hazards in order to prevent occupational accidents and illnesses.
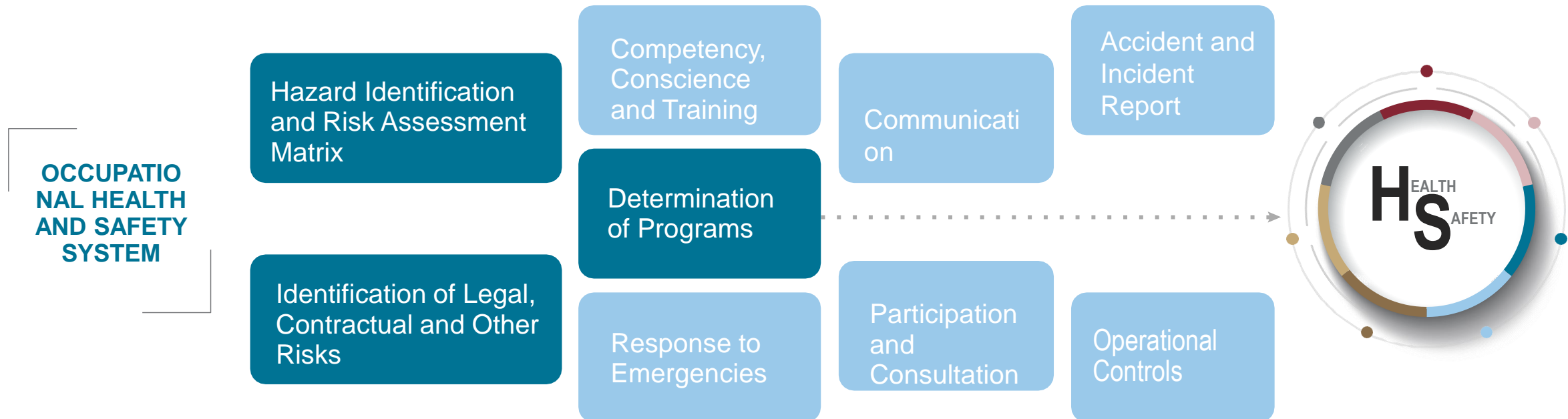
▶ LEADERSHIP

We lead the management of the Occupational Health and Safety System, which involves:

- Strengthening cultural behaviors, focused on commitment, responsibility and autonomy in all Occupational Health and Safety issues.

- Ensure that all employees of the organization receive the necessary training to guarantee the adequate performance of their duties and responsibilities related to Occupational Health and Safety.

- Establish a methodology to identify, report, investigate and analyze the causes of incidents, accidents and occupational illnesses in a timely manner.

- Keep a record of incidents, accidents and occupational illnesses that occur, in order to establish preventive measures for any events that may affect our employees.

- Generate continuous communication to all employees through internal campaigns on Health and Safety prevention and promotion.

- Implement controls to mitigate risks in the activities carried out by our employees.

OCCUPATIONAL HEALTH AND SAFETY
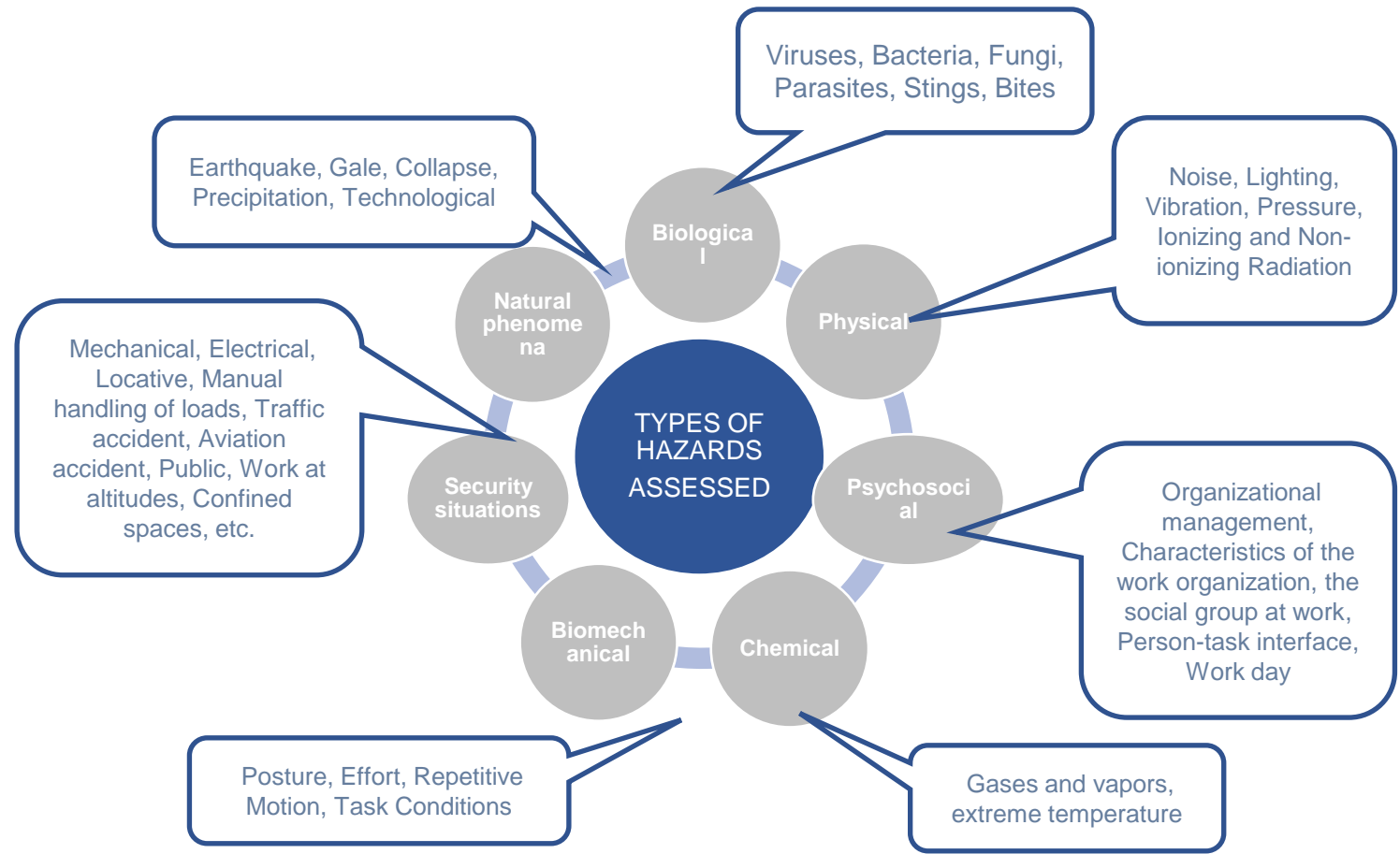
▶ MANAGEMENT

Starts with the identification of legal requirements, identification of hazards and risk assessment and assessment of personnel health conditions. Then it continues with the definition of priorities, generating action plans and executing them, adopting processes to disseminate and communicate OSHMS procedures, ensuring monitoring, control and evaluation of the system and adjusting it all in a continuous improvement process.

OCCUPATIONAL HEALTH AND SAFETY SYSTEM

- Hazard Identification and Risk Assessment Matrix
- Identification of Legal, Contractual and Other Risks
- Competency, Conscience and Training
- Determination of Programs
- Response to Emergencies
- Communication
- Participation and Consultation
- Accident and Incident Report
- Operational Controls

H**EALTH** S**AFETY**

▶ **RISK IDENTIFICATION AND ASSESSMENT**

Matrix of Hazards

In order to improve our OHS performance, we have methodologies to identify, assess and control the risks that may generate occupational accidents and illnesses. Some of the most significant events that could affect the health of employees and contractors include:

Viruses, Bacteria, Fungi, Parasites, Stings, Bites

Earthquake, Gale, Collapse, Precipitation, Technological

Noise, Lighting, Vibration, Pressure, Ionizing and Non-ionizing Radiation

Mechanical, Electrical, Locative, Manual handling of loads, Traffic accident, Aviation accident, Public, Work at altitudes, Confined spaces, etc.

Biological

Natural phenomena

Physical

TYPES OF HAZARDS ASSESSED

Security situations

Psychosocial

Organizational management, Characteristics of the work organization, the social group at work, Person-task interface, Work day

Biomechanical

Chemical

Posture, Effort, Repetitive Motion, Task Conditions

Gases and vapors, extreme temperature

▶ **RISK MANAGEMENT**

ANNUAL WORK PLAN

Activities **Objective** **Compliance** **Resources** **Responsibility**

Odinsa and concessions continuously plan Preventive Medicine, Occupational Medicine, Industrial Hygiene and Industrial Safety activities in order to preserve, maintain and improve the individual and collective health of its employees in their occupations. These are developed at the work sites in a comprehensive and interdisciplinary manner.

INSPECTIONS

Inspections of our projects are carried out with the objective of identifying, assessing and correcting conditions with the potential to generate occupational incidents and illnesses, and verifying the efficiency of the actions taken by following up on the action plans.

Aspects to be Assessed **Compliance** **Observations and Recommendations**

▶ RISK MANAGEMENT

OHSMS INDICATORS

Total Odinsa and road and airport concessions

Occupational Health and Safety Indicators - Odinsa and road and airport concessions (403-9) (403-10)	Unit of Measurement	2018	2019	2020	2021
Occupational illness frequency rate (OIFR) of employees	%	0.7	0.2	2.24	1.11
Occupational illness frequency rate (OIFR) of contractors	%	0	0	0	0
Lost time injury frequency rate (LTIFR) of employees	%	25.7	20	13.95	11.12
Lost time injury frequency rate (LTIFR) of contractors	%	30.2	12.9	11.69	11.95
Number of deaths due to work-related illness or diseases of employees	#	0	0	0	0
Number of deaths due to work-related injuries of employees	#	0	0	0	0
Number of deaths due to work-related illness or diseases of contractors	#	0	0	0	0
Number of deaths due to work-related injuries of contractors	#	0	0	0	0
Severity index for our employees	%	198	556.46	70.99	145.09
Severity index for our contractors	%	294	31.88	83.26	126.81

In Odinsa and concessions we establish tolerance goals of our severity and frequency indicators, in order to set a common goal of reducing the accident rate in our operations.

Together, every month we prepare a monthly report and monitor OSH indicators in the defined information system (fatalities, frequency, severity, training of employees and contractors) to strengthen our operation and increase participation by management bodies in the monitoring and governance of the operation.

We still maintain our corporate goal of zero fatalities

To achieve real results in prevention, training is indispensable as a key strategy. From the moment our employees join the company, we have an induction program for them that helps them get to know the occupational health and safety management system, as well as the rights, duties, responsibilities, guidelines and procedures that encourage the safe execution of activities according to each position. This is part of our culture of **We're Always Learning**.

▶ **PROGRAMS**

Chemical Safety
- Training on how to handle hazardous materials
- Safe storage and handling

Preventive Medicine Program
- Occupational medical examinations
- Absenteeism Statistics
- Monitoring cases Occupational Medicine
- Return to work
  Investigation of occupational accidents and illnesses.

Prevention campaigns Trainings
- Alcoholism and Drug dependency
- Cardiovascular Risk Prevention Program
- Immunization

Emergency Brigades
- Emergency Plans Training
- brigades Drills
-

Biological Risk Control Program
- Database of employees with COVID-19 risk factors.
- Immunization
- Monitoring confirmed cases

Biomechanical Risk
- Musculoskeletal assessments Workstation inspections Occupational
- gymnastics
- Monitoring cases symptomatology High - Medium

Psychosocial Risk
- Assessment - surveys
- Coexistence Manual
- Labor Coexistence Committee
- strategies for risk reduction

Strategic Road Safety Plan
- Assessment Document
- Work Plan

MEALTH
SAFETY

▶ EMERGENCY MANAGEMENT PLAN

At Odinsa and concessions, emergency and contingency plans are defined to address possible events within the facilities and operations, or those risk situations that may arise and that threaten the physical and/or psychological integrity of our employees and visitors.

It is the document that defines the policies, organizational systems and procedures applicable to deal appropriately, timely and effectively with calamities, disasters or emergency situations.

Identification of risk threats

Evacuation routes

What to do in the event of an emergency SOP (standard operating plan)

Meeting points

Care support groups - Brigades

Care support networks

Identification of Threats	
Origin	**Type**
Natural	Earthquake
	Gales
	Floods from strong rains
	Electrical discharges
	Forest fires
	Avalanches
Technological	Fire
	Flood
	Short Circuit
	Leaks of Gases and Fumes from Chemical Products (cleaning products)
	Aerial Accident - Airplane Crash
	Traffic accident - Vehicle Overturned
	Oil Spill (Diesel Fuel)
	Solid Waste
Human caused social	Riots
	Assaults
	Theft
	Sabotage
	Kidnapping

▶ OCCUPATIONAL HEALTH AND SAFETY SUPPORT COMMITTEES

Occupational Health and Safety Joint Committee (COPASST, for the Spanish original)

Occupational Health and Safety Joint Committee

It is the Occupational Health and Safety Joint Committee, which acts as a bridge between the company and the employees, seeking proactive communication aimed at continuous system improvement, by promoting and monitoring compliance with the OSH System programs, participating in the investigation of incidents, accidents and occupational diseases, in addition to the inspection of occupational health and safety processes and equipment.

The COPASST is made up of equal numbers of employee and Company representatives for a term of two years.

Their duties are to:

1 Investigate incidents and accidents

2 Inspect equipments, processes, etc.

3 Relay employee occupational health and safety concerns to management.

4 Monitor the development of occupational health and safety programs.

CCL

Occupational Coexistence Joint Committee

This is a group of people who are responsible for receiving and processing complaints that describe situations that may constitute workplace harassment as defined by law.

It is comprised of an equal number of employee and employer representatives.

Their duties are to:

1 Establish prevention strategies for workplace harassment, and conciliate between the parties when there is a complaint of this nature, protecting employees against psychosocial risks in the workplace.

2 Present senior management with recommendations for the development of preventive and corrective measures against workplace harassment.
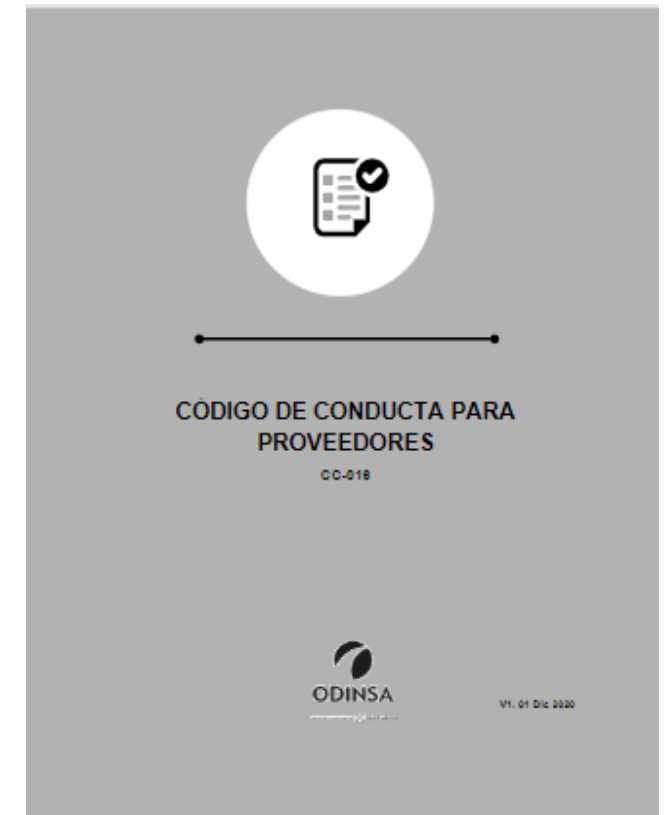
▶ OCCUPATIONAL HEALTH AND SAFETY

Supplier and Contractor Management

The Code of Conduct for Suppliers is a compendium of rules that define the standards of conduct expected by Odinsa S.A. and that guide the actions of suppliers, under the ethical principles of integrity, responsibility, respect and commitment to life.
This code is addressed to all suppliers of goods and services that have a contractual relationship with Odinsa S.A. and subcontractor firms that are associated with the execution of the contractual activities. Section 4.2.6. indicates the requirements that must be met in terms of Occupational Health and Safety along with the requirements defined in the Contractors' Manual in the OSH chapter.

They all must ensure that their actions are always framed within the rules set forth in this document.

CÓDIGO DE CONDUCTA PARA PROVEEDORES

CC-018

ODINSA

V1. 01 Dic 2020