

OCCUPATIONAL HEALTH AND SAFETY POLICY, QUALITY AND ENVIRONMENTAL POLICY

UCALSA's Head Office, worried about the life, health, well-being, integrity of all components of the Company, and the prevention of environmental pollution, encouraging, inculcating and obtaining a suitable environmental behaviour of the persons who are employed in the organization, trying to make the Quality system be understood and applied as a true management system of the company, declares that to obtain this:

There has been drawn up a O.H.S. policy and a Quality and environmental policy which will be the base of the O.H.S. management system and of the Quality and Environmental system in UCALSA S.A. The Directors of the different Departments, Service Managers, Coordinators and Personnel of the Work centres will be informed of the obligation to spread the Policy in all the levels of the company.

The persons in charge of each of the UCALSA's S.A. centres will be committed to announce the Policy among the people they have in charge. Additionally, they will leave a copy of the policy in a visible place and to the access of all the people who want to know about it.

Approval date: Thirteenth of November of two thousand seven.

5st Revision: 12/12/2011

Signed by: Manuel Ruiz Alonso

Direction

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OCCUPATIONAL HEALTH AND SAFETY POLICY

UCALSA's Head Office, worried about the life, health, well-being and integrity of all components of the Company, whose protection is fundamental in our business management, assumes, as moral duty and as proper obligation of its responsibilities, three commitments:

- To practice leadership in the observance of a conduct that assures and favours the health and safety of all the workers, of the company's goods and environment, serving this way as an example in the fulfilment of the obligation that corresponds also to all those who are employed in this Company.
- To improve constantly the performance of the OHS Management system in reducing to the minimum possible the occupational diseases, accidents and incidents occurred performing the activities of the company, being this commitment, in turn, the first aim of the Company, since it is the biggest guarantee of the obtainment of this Policy.
- To accomplish, and as far as possible to overcome, the valid Occupational health and safety legislation applicable to the activity of the company, the requirements that are signed with other entities and the regulations that the company assumes as important in favour of the health and safety of the workers.

UCALSA S.A., bases the OHS Management System on the identification, evaluation and control of the risks that concern the services that UCALSA S.A. gives in the different work centres, these services are:

- The logistics, packing, sale and distribution of supplies in a country and international territory to make civil and military use including spanish army.
- The logistics, manipulation, sale, and distribution of food products and drinks, selling cosmetics, selling perfumery products in a country and international territory to make civil and military use including spanish army.
- The collective service catering management to civil and military customer in a country and international territory including spanish army, the residence assistance service magement of city councils in a country. the free home food delivery management of city councils in a country.
- The cleaning service managemen in a private and military centres.
- The supermarkets management in a country.
- The old age residences management in a country.

The responsibility in OHS reaches all levels and all personnel of the Company, this should be carried out firmly and competently, during the performance of all tasks and every person within their level in the company is obliged to create through his or her own personal example, the atmosphere by which all workers share the responsibility for their own security and that of their co-workers.

This responsibility will affect also those entities related professionally to the company which will be coordinated for a correct functioning in OHS activities. UCALSA S.A. is committed to spread to all members of its organization the OHS policy with an interest in increasing day after day the watch over the health, well-being and integrity of all components of the Company.

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UCALSA

1. To improve constantly the efficiency of our quality and environmental system.
2. To achieve the highest levels of satisfaction in our clients and to obtain their loyalty.
3. To obtain in our organization that the Quality system is understood and applied as a true management system of the company.
4. To foment, inculcate and obtain a suitable environmental behaviour of the persons who work for the organization or under its name.
5. To prevent environmental pollution in the activities developed in the organization.
- 6.-To fulfill the legal requirements applicable to the organization, in the areas of quality, environment, occupational health and safety, etc. as well as other requirements that the organization could sign voluntarily.

With this quality and environmental policy we try to manage our activities in such a way that we guarantee the satisfaction of our clients and offer them the highest levels of quality in the different centres where UCALSA, S.A. carries out their activities.

The Direction and all our personnel want to obtain a constant improvement of the quality of our services and for that we are committed to:

- Carry out the requirements specified by our clients and, especially, the current legislation and regulation.
- Detect and correct our errors, preventing their appearance to obtain a level of excellence in our activities.
- Inform of the problems that we detect suggesting and applying improvements.
- Do a follow-up assessment orientated to finding corrections and successive innovations.
- Watch over a constantly brought up to date financial-administrative system in our company.
- Equip the company with the human and technical resources necessary to assure the quality in the presentation of our services according to the established requirements.
- Create a favourable atmosphere in the working place to promote quality in the company, training and motivating the personnel in connection with quality and team work, which allows a professional and personal development of all its members and the attainment of the required quality.
- Assure a constant revision of the quality management system, through the accomplishment of internal quality audits, which allows a critical revision and facilitates the improvement of the system.
- Spread the quality policy to all members of the organization.
- Prevent, reduce and minimize all types of pollution to the environment proceeding from our activities.
- Foment a constant improvement in all areas, quality, environment, etc.

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