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## Health and safety at work

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We show our commitment to health and safety at work through our integrated management system covering all the firm's activities and involving everyone at the firm.

### Committed to prevention



#### Our preventive management system

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Our preventive method is a joint prevention service covering the following specialties:

- > Safety at work.
- > Ergonomics and applied psychology.
- > Industrial hygiene.

The fourth specialty is promotion of health at work, which we outsource to a prevention service.



#### Main preventive tasks managed under the joint prevention service

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- > Risk assessment: mainly corresponds to risks related to visual display units. We assess work centers, job positions and teams.
- > Training and information: we provide this for new recruits and throughout their career.
- > Emergency management: we have emergency and self-protection plans and implement practice drills.
- > Promotion of health: we carry out annual medical checkups and epidemiological studies.
- > Quality controls: we check the indoor environmental quality at our work centers.
- > Ergonomics: we promote ergonomic job postures to prevent musculoskeletal disorders.
- > Sensitivity: we manage the needs of particularly sensitive employees.
- > Work accidents: we investigate.
- > Suppliers: we ensure compliance of preventive obligations by the firm and by any companies working at our work centers.
- > Audits: we have external audits carried out regularly.



We have integrated our medical and wellness services and our service for preventing occupational hazards, to improve our team's quality of life. Our wellness program is tailor-made to cover our professionals' needs, unifying the different services in one health project. We offer an array of services that has been extended on in the Barcelona office with a restaurant and a gym for our professionals.

## Cuatrecasas wellness services

### Medical service

Check ups. Primary medical assistance in the case of illness, work-related accidents and emergency first aid. Vaccinations (allergies, travel and by prescription). Interpretation of medical check-up results and advice on healthy habits for monitoring cholesterol, blood pressure and blood sugar.

### Health and training campaigns

**Campaigns:** flu, blood and bone marrow donations, 0 ictus, "You are what you eat: do you know your metabolic age?", prevention of type 2 diabetes, monitoring moles and glaucoma prevention.

**Training:** Nutrition school that holds monthly workshops: improve your memory, positive psychology, safe driving, stress and anxiety management, back school and sleeping well.

### Nutrition and physiotherapy services

The aim is to educate people on how to eat in a healthy and balanced way, adapting the diet to each person's needs, planning personalized menus and analyzing body composition and nutritional energetic needs.

Therapeutic massages focusing on ailments suffered by computer users, relaxing massages, circulatory sports, lymphatic drainage massage, dry needling and osteopathy.

### Cuatrecasas sport club and wellness service Barcelona

Sports club that manages the professionals' participation in events, fun and competitive activities in all kinds of sports (running, cycling, trail, tennis, golf, football and basketball).

Also, the Barcelona office has an in-company gym, supervision by a fitness instructor during opening hours and a personal trainer service.

- *Multipurpose room, fitness and body building room, spinning room, crossfit corner*