

CODE OF CONDUCT

Spain is the greatest roofing slate producer in the world and one in four slates used in roofing around the world is manufactured by Cupa Pizarra. One of the most important parts in Cupa is human resources, all the people that work and dedicate their efforts to our business project.

Actually we have more than 800 employees and the average age in our company is very young, 38 years old.

Cupa carries out all legislation in the European labour, social and environmental field. We provide a safe and hygienic working environment and, moreover, we are working hard to improve the working conditions in our company. We implemented regulations to prevent accidents and minimize health risks as much as possible following all the European standards, regulations and laws.

It is our responsibility to ensure that our employees know, understand and follow the procedures for safe and healthy working conditions before start to work. The Safe and Health Department explains the procedures to the employees and gives all the information related to their job position and working area.

Four years ago we started working in collaboration with a Safe and Health outsourcing company, *Prev5*, and we organize a campaign called "A Curuxa de las Sorpresas" with the aim to inform employees and their families and avoid accidents in the quarries and manufactured warehouse.

Training

Employees are trained in the requirements of occupational health and safety. Nobody could manipulate machinery before a previous training and their supervisor permission.

Equipment

Cupa provides adequate working clothes and equipment (such as boots, gloves, earmuffs...) of good quality and free of charge and imposes their use upon the employees. Protective clothes, shoes and equipment are available and obligatory and they are replaced regularly.

Working time

Working hours are 8 hours a day and working week is 5 days a week.

Machinery

Transformation warehouses are modernising to improve our output, most quarries are mechanised with the last model of machinery.

In the case of existing processes and equipment, we consider whether the noisy process is necessary at all, or whether it could be carried out in another way without generating noise or the elimination of the noisy process as a whole is not practicable, we minimize the time workers spend in the noise environment, provide hearing protection and receive regular audiometric testing. Most work in the quarries involving dust emissions (drilling/sewing) was carried out using water or with the aid of protective material (mask...)

Cupa reviews the effectiveness of any engineering and administrative control to identify and correct any deficiencies.

Light

There are natural and extra artificial light to improve working conditions in all the quarries and transformation warehouses.

Environment

There are filter media in different parts of the transformation warehouse and some water not to raise the dust.

Smoking

It is not allowed to smoke in the company.

Signs

There are fire extinguished and emergency exit plaque in the obligatory places in the transformation warehouse



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