



WORK SAFETY AND HEALTH POLICY

PREMISE

Grupo TIM's Occupational Health and Safety Policy in Brazil is a set of principles declared as commitments, in which management describes the organization's intentions to support and improve its performance in this area.

Three basic commitments to the policy are specified in this document:

- a) Prevention of accidents at work and preservation of health;
- b) Compliance with legal requirements and other requirements of the organization;
- c) Continuous improvement of the management system, aiming to increase performance in safety and health.

1. OBJECTIVE AND FIELD OF APPLICATION

Establish principles to be applied in all TIM's activities in Brazil, with the aim of promoting continuous improvement in the performance of Occupational Health and Safety actions.

2. GLOSSARY:

- **COS:** Operations Center Security.
- **HSE:** Function belonging to HRO-HR Planning, Compensation & Industrial Relation - Health, Safety and Environment
- **TIM Group companies in Brazil:** TIM Participações SA ("TPART" or "Company") and a company controlled by TPART, TIM SA
- **RE&F:** Real Estate & Facilities.
- **Visitors:** People who enter TIM's facilities for meetings and will perform activities without risk.

3. GENERAL DESCRIPTION OF THE PROCESS AND RESPONSIBILITIES

TIM, through its Occupational Health and Safety policy, is committed to the following Principles:

• **Legal Compliance and others requirements**

Seeks to comply with current legislation related to its activities.

• **Risk Management**

Identifies, evaluates and manages risks, in order to avoid the occurrence of accidents and/or ensure the minimization of their effects.

• **Training, Education and Awareness**

It trains, educates and makes our employees aware of Health and Safety issues.

- **Safety, Health and Emergency**

It develops risk prevention programs for safety, health and responses in case of Emergencies, aiming to ensure the safety of everyone who travels in this company, as well as to adopt actions what aim the promotion in health, ever with the awakening of self-care and of care all around.

- **Accidents and Incidents**

Investigates, analyzes and documents accidents and incidents resulting from its activities, in order to avoid their repetition and/or ensure the minimization of their effects.

- **Continuous Improvement Process**

Improvement continually the performance in safety and health, promoted in all levels, in order to ensure its technical and behavioral evolution.

3.1. Some safety and health rules, which are described in this policy, do not exhaustive:

- Do not smoke in the company's internal environments, only in external areas indicated for this purpose.
- All who enters our buildings and provide services for TIM group must fulfill with standards in safety and health determined by the public authorities public and internal operation standards, guaranteeing the security of the activities of employees.
- Service providers must register and place all the documentation required for activities to carry out the tasks on the third-party management portal.
- Risk activities must be carried out using protective measures: collective, administrative and individual. Example: work at height, confined space and electricity, hot work; diesel fuel supply; cargo handling; etc.
- Work accidents and emergencies must be reported to the HSE team and COS.
- For use of electrical gadgets not provided for the TIM, all must to be homologated by the area of RE&F.
- The use of adapters and improvisations in electrical installations is prohibited in order not to overload them.
- Contracts and responsible functions managers must guarantee the adoption of these Principles by suppliers, partners, visitors and companies contracted.

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