

HEALTH, SAFETY AND ENVIRONMENT POLICY

REDE D'OR SÃO LUIZ S.A.

1. PURPOSE

1.1. To state Rede D'Or São Luiz S.A.'s ("Company") commitment to the prevention or mitigation of significant adverse impacts in the dimensions of health, occupational safety and the environment that are directly linked to its operations, products and services, as well as to its various social and business relationships.

2. SCOPE

2.1. The guidelines contained in this Policy apply to all hospital units, corporate areas and other business units of the Company and shall be observed by all employees, whether direct or indirect, including in their social and business relationships.

3. DEFINITIONS

3.1. Occupational accident: The accident that occurs in the exercise of work in the service of the company, causing bodily injury or functional disorder that results in death or the loss or reduction, permanent or temporary, of the capacity for work (Art. 19 of Law No. 8,213, of July 24, 1991).

3.2. Occupational disease: understood as one acquired or triggered due to special conditions under which the work is performed and that is directly related to it, as listed in the relevant schedule issued by the Ministry of Labor and Social Security.

3.3. Environmental aspect: element of an organization's activities, products or services that interacts or can interact with the environment (ABNT NBR ISO 14001:2015).

3.4. Environmental performance: the result of managing an organization's environmental aspects, expressed through specific performance indicators.

3.5. Hierarchy of controls: a systematic approach to protecting occupational health and safety, with measures prioritized by effectiveness: eliminate hazards; substitute them with safer alternatives; implement engineering controls; adopt administrative controls; and provide personal protective equipment when necessary.

3.6. Work incident: an unexpected occurrence that has the potential to cause an accident but does not cause damage or injury to the employee.

3.7. Impact: refers to the effect an organization has on the economy, the environment and/or society, which in turn may indicate its (positive or negative) contribution to sustainable development.

3.8. Environmental impact: change to the environment, whether adverse or beneficial, wholly or partially resulting from an organization's environmental aspects (ABNT NBR ISO 14001:2015).

3.9. Environment: surroundings - which can extend from within an organization to the local, regional and global systems - in which an organization operates, including air, water, land, natural resources, flora, fauna, human beings and their interrelationships (ABNT NBR ISO 14001:2015).

3.10. Health promotion: a management strategy aimed at improving employees' health and well-being by creating a safe and healthy work environment and encouraging healthy behaviors. This concept goes beyond mere physical health care, also encompassing employees' mental and emotional health. It involves preventive and proactive actions, such as: programs to prevent occupational diseases, vaccination campaigns, initiatives to promote physical activity, healthy eating programs, training on ergonomics, use of personal protective equipment, and mental health support programs.

3.11. Near miss: an event that could have caused harm but was avoided.

3.12. Occupational risk: the combination of the likelihood of occurrence of a hazardous event or hazardous exposure and the severity of injury or harm to health that can be caused by the event or exposures.

3.13. Occupational Health and Safety: a multidisciplinary field, with a preventive approach, whose mission is to establish and operationalize systems and practices necessary to reduce the number of occupational accidents, occupational diseases, lost days, absenteeism and work-related deaths.

3.14. Environmental management system: part of the management system used to manage environmental aspects, fulfill legal and other requirements, and address risks and opportunities (ABNT NBR ISO 14001:2015).

3.15. Occupational Health and Safety Management System (OHSMS): a set of policies, processes and procedures that enable an organization to effectively manage health and safety risks in the workplace.

3.16. Business units: subdivision of the company by market area of activity, among other criteria.

4. REFERENCE DOCUMENTS

- (a) ABNT NBR ISO 14001:2015;
- (b) ABNT NBR ISO 45001:2018;
- (c) PEESGDOR – Rede D'Or ESG Strategic Plan;
- (d) Company's Code of Conduct;
- (e) POLDOR 015 – Company Sustainability Policy;

- (f) POLDOR 017 – Company Human Rights Policy;
- (g) POLDOR 018 – Company Climate Change Policy; and
- (h) GRI Standards.

5. RESPONSIBILITY MATRIX

- 5.1. Board of Directors: approve the Health, Safety and Environment Policy.
- 5.2. Executive Office of Risk and Internal Controls: validate and promote the implementation of the guidelines contained in this Policy.
- 5.3. Executive Office of Human Resources: validate and promote the implementation of the guidelines contained in this Policy.
- 5.4. Executive Legal Office: validate and support the implementation of the guidelines contained in this Policy.
- 5.5. Other Executive Offices: support the implementation of the guidelines contained in this Policy.
- 5.6. Business units: ensure implementation of the Health, Safety and Environment Policy
- 5.7. Internal Sustainability Committee: propose procedures for the implementation and monitoring of the Health, Safety and Environment Policy.
- 5.8. Building Engineering departments: operationalize the activities of implementation, monitoring and evaluation of this Policy.
- 5.9. Corporate Licensing: continuously monitor and assess the legislation applicable to the company's activities, with a view to compliance. and
- 5.10. Marketing and Communications: disseminate the Health, Safety and Environment Policy to the Company's internal and external audiences, as well as provide transparency regarding the socio-environmental actions implemented.

6. GENERAL PROVISIONS

- 6.1. The Company establishes in its Health, Safety and Environment Policy the main guidelines that summarize its commitment in line with the principles of Sustainable Development. They are:
 - 6.1.1. Strive to comply with environmental legislation inherent to our activities, seeking to prevent or mitigate potential adverse environmental impacts, in addition to mapping opportunities for improvement to achieve the Company's objectives.

6.1.2. Strive to comply with Occupational Health and Safety legislation, including by adopting preventive actions.

6.1.3. Disseminate culture and practices of prevention, encourage good health and safety practices, and enhance awareness of hazards and risks.

6.1.4. Maintain a system for recording, monitoring and controlling environmental aspects and impacts related to its businesses.

6.1.5. Maintain a system for hazard identification and risk assessment.

6.1.6. Maintain a hierarchy of controls as a systematic approach to improve occupational health and safety.

6.1.7. Identify the most relevant occupational and environmental risks to provide safe and healthy workplaces, as well as establish appropriate handling, with monitoring and control, eliminating, neutralizing or minimizing risks to worker health and safety and to the environment.

6.1.8. Maintain the promotion of mental health and the well-being of its workers, contributing to the minimization of noncommunicable diseases through prevention and support in diagnosis and the improvement of quality of life.

6.1.9. Promote awareness and health campaigns by disseminating information and knowledge for preventive health care.

6.1.10. Neutralize the risk of diseases from hazardous chemicals, and of air, water and soil contamination and pollution.

6.1.11. Adopt practices aimed at the efficient use of natural resources and other resources required for the services we provide.

6.1.12. Foster and develop socio-environmental projects and initiatives in line with the specificities of the regions where we operate.

6.1.13. Seek opportunities to contribute to achieving global sustainability targets aligned with our businesses, pursuing partnerships, solutions and technologies to meet our commitments to sustainable development.

6.1.14. Promote the continuous improvement of OHS and Environmental Management Systems in all our units through periodic evaluations of performance results and of specific objectives and targets.

6.2. The Company's performance will be assessed through systemic audits of adherence to the OHS and Environmental Management Systems (SGSSMA).

7. MISCELLANEOUS

7.1. This Policy comes into force as of its approval by the Board of Directors. Cases not covered in this material shall be forwarded to the Occupational Health and Safety (OHS) and Sustainability and Environment areas, to be deliberated by the Executive Offices of Human Resources, Legal, and Risk and Internal Controls.

8. RECOMMENDATIONS

8.1. Given the relevance of Health, Safety and Environmental matters to the Company, all workers must observe the OHS and Environmental practices established in this Policy, as well as ensure their application with clients, suppliers, society and other stakeholders.

9. ANNEXES

9.1. Not applicable.

10. APPENDICES

10.1. Not applicable.