

Policy



Work Safety and Occupational Health

Code: HO-DRH-PL-003

First version: 09/2018

Last version: 06/2025

1. Objective

To act in compliance with the legislation and guidelines applicable to Work Safety and Occupational Health, aligned to the best practices in our sector.

2. Scope and Applicability

This policy applies to Alupar departments and employees, its affiliates and subsidiaries at all hierarchical levels.

In the case of addition of new concessionaires or establishment of new companies, these guidelines will be valid for them.

This document has indetermination expiration date



3. General Guidelines

Our commitment consists of:

❖ **Safety Culture as a Non-Negotiable Value**

Occupational health and safety are non-negotiable and fundamental values for the Organization. We promote safe work environments through shared responsibility, where employees, suppliers, and partners actively commit to accident prevention and the well-being of all workers.

❖ **Responsible Leadership and Proactive Risk Management**

Leaders play an essential role, working in an integrated manner with their teams to ensure safe environments and processes. Together, they promote the elimination or neutralization of hazards and the reduction of risks through proactive management based on the anticipation, identification, planning, assessment, control, and mitigation of factors that may impact the safety and health of individuals involved in production processes, the Organization's business activities, and its stakeholders.

❖ **Continuous Development and Inclusive Training**

The organization ensures the allocation of necessary resources for the continuous development of training programs that go beyond the technical aspects of safety, also encompassing awareness of sustainability and well-being. Available and aligned at all levels of the Company, these programs reinforce the commitments made to the Sustainable Development Goals and strengthen a broad, inclusive, and future-oriented organizational culture.

❖ Consultation and Active Participation of Stakeholders

We reaffirm our commitment to participatory governance by ensuring that workers and their representatives have the right to be consulted and to actively participate in all phases of the Occupational Health and Safety Management System, including the development, planning, implementation, performance evaluation, and promotion of continuous improvement actions.

❖ Continuous Improvement in Occupational Health and Safety

Alupar is committed to the continuous improvement of health and safety processes at all levels of the Organization. Our goal is to promote continuous improvement in working conditions, ensure a safe and satisfactory work environment, and maintain full compliance with applicable legal requirements.

The organization understands that Work Safety and Occupational Health are the responsibility and commitment of all employees, notably their Leadership, aiming to ensure and promote a healthy and safe work environment.

4. Revision History

Revision Number	Date (mm/yyyy)	Review Description	Approver
01	09/2017	Creation of the Policy.	Board of Directors
02	08/2020	Revision without significant change in content	-
03	03/2025	Revision without significant change in content	-
04	06/2025	General document review	CEO – Paulo Godoy



This policy may be changed at any time without prior notice.