



PO.09 OCCUPATIONAL HEALTH AND SAFETY

Board: People and ESG

Created: 05/27/2013

Last revised: 08/02/2023

1. OBJECTIVES

Set the guidelines, scope, premises, and responsibilities of the Health and Occupational Safety Management System.

2. SCOPE

This Policy applies to all areas of Dexco, encompassing its administrators, company employees, as well as contractors and individuals under the company's supervision.

3. NORMATIVE REFERENCES

- PO.02 Environmental Policy
- PO.04 Internal Controls and Risk Management System
- PO.16 Human Rights Policy
- PO.18 ESG Policy
- NO.32 Investment Management and Control
- NO.44 Application of Disciplinary Measures
- ILO-OSH 2001 Guidelines on occupational safety and health management systems
- ISO 45001:2018 Occupational Health and Safety Management Systems

4. DEFINITIONS

4.1. PROTEG: Dexco's Health and Occupational Safety Management System, which aims to provide safe and healthy workplaces, preventing work-related injuries and health issues, and continuously improve occupational safety performance. It complies with the requirements of ISO 45001:2018 standard and has a policy to set guidelines, scope, and premises, encompassing Top Management (Executive Committee), as well as all stakeholder groups that may be affected by the Company. The system is built upon three pillars:

- **People:** ensure all employees (including service providers, suppliers, visitors, and other stakeholders) are engaged in safety and health-related matters through leadership commitment, assigning responsibilities to everyone, effective communication, and collective care.
- **Safe and Healthy Work Environment:** a work environment,

facilities, machinery, and equipment that ensure compliance with the laws and best practices related to health, safety, and well-being.

- **Strategy:** a set of actions, alignments, synergies, best practices, and strategies that define the responsibilities, programs, and drivers that help shape processes for decision-making related to safety and health issues. Protecting means preventing someone from any danger and being vigilant for oneself and others, in a true collective care effort.

4.2. Cuidar juntos: Dexco's Health and Well-Being Program, which reaches employees of the company across the board and their dependents. "Cuidar Juntos" (Together we Care) is built upon four pillars:

- **Health promotion and prevention:** includes health education and communication actions, as well as preventive intervention measures.
- **Occupational Health Management:** includes strategic occupational consultation, management of medical certificates, and handling of leaves.
- **Healthcare Management:** actions aimed at caring for the employee's healthcare, encompassing the monitoring of chronic conditions, mental and emotional health, vaccination campaigns, and monitoring of pregnant employees.
- **Comprehensive Well-Being:** involves health services and actions focused on the employee's overall well-being.

5. DESCRIPTION OF THE PROCEDURES AND RESPONSIBILITIES

5.1. Guidelines

Dexco, in manufacturing and marketing reconstituted wood panels, sanitary ware, bathroom fixtures, water heating systems, industrial valves, ceramic and concrete tiles, forest plantation management, and wood trading, strives to continuously promote safe and healthy working conditions, prevent injuries and health issues, and manage risks and opportunities inherent to its purpose, size, and context in its facilities and units, including a commitment to consulting and involving its employees and representatives.

5.1.1. Scope

PROTEG's scope begins with the Top Management (Executive Committee) and extends to all individuals who may be affected by the Organization:

- Company employees at all levels and service providers, as well as the community, visitors, suppliers, customers, etc., as long as they are under the direct or indirect responsibility of the company.
- Cuidar Juntos encompasses company employees at all levels and their

dependents, as long as they are beneficiaries of the health insurance.

5.1.2. Premises

- Ensure alignment with legal requirements, Dexco's culture, and existing policies (PO.02 Environmental Policy, PO.04 Internal Controls and Risk Management System, PO.16 Human Rights Policy, and PO.18 ESG).
- Ensure training and qualification related to occupational health and safety for all employees.
- Ensure there are continuous and proactive processes aimed at identifying occupational hazards and evaluating risks in processes.
- Set objectives and targets, as described in the respective manuals of the health and safety management system, aimed at preventing and reducing critical incidents, accidents with serious (life-changing) injuries, and work-related illnesses.
- Comply with all applicable legal requirements, voluntary programs, collective agreements, and other commitments made by the organization regarding occupational health and safety.
- Promote and influence comprehensive health and well-being.

5.2. Responsibilities

The ultimate responsibility for health, well-being, and occupational safety within the Organization lies with the Executive Management.

5.2.1. Executive Management

- Validate the Occupational Health and Safety Policy and its updates.
- Approve the annual budget in accordance with the NO.32 Investment Management and Control standard.
- Ensure that PROTEG is properly implemented, maintained, and aligned with the organization's other management systems.
- Appoint specific individuals with responsibilities and authority to implement PROTEG.

- Assess the achievement of objectives and the performance of the health and safety management system.
- Promote the behaviors of the Way of Being and Doing, particularly “Taking care of life wherever it may be.”

5.2.2. Leaderships

- All leaders and process managers must demonstrate their commitment to the continuous improvement of PROTEG.
- Constantly monitor the work environment to identify risks, take preventive actions, and propose improvements.
- Take charge of the implementation, maintenance, and continuous improvement of PROTEG.
- Personally oversee work practices, engage in conversations, and foster relationships while practicing genuine listening.
- Influence and advocate for healthier behaviors by disseminating health and well-being information, and through actions of the Cuidar Juntos program.

5.2.3. Employees

- Constantly monitor the work environment to identify risks, take preventive actions, and propose improvements.
- Think and act to prevent work-related incidents and accidents.
- Report deviations, incidents, and accidents immediately.
- Practice self-care, and think and act to promote health and well-being.
- Inform about any changes in their physical or mental health status.

6. SANCTIONS

Non-compliance with the guidelines under this Policy will be subject to the application of appropriate disciplinary measures (NO.44 Application of Disciplinary Measures).

7. EFFECTIVE DATE

This Policy will come into effect from its publication date and should be revised every three (3) years or at any time when necessary.

8. APPROVAL

This Policy has been approved by Dexco’s Board of Directors.

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