



HEALTH, SAFETY AND ENVIRONMENT (HSE) POLICY

1. OBJECTIVE

The purpose of this Policy is to establish Randoncorp's corporate guidelines regarding Health, Safety and Environment (HSE), with the purpose of ensuring that activities are carried out in accordance with applicable legal requirements and under conditions that prevent undesirable occurrences, directing efforts to provide a safe and healthy work environment and the protection of the environment.

2. APPLICATION AND SCOPE

This policy applies to all employees, managers and third parties related to Randoncorp, its affiliates, subsidiaries and subsidiaries in which it holds its entirety or interest, as well as companies under common control.

3. REFERENCES

- ISO 45.001
- ISO 14.001
- Randoncorp's Code of Ethical Conduct
- Legal requirements and applicable technical standards
- HSE Manuals & Guides
- Sustainability Policy

4. DEFINITIONS

HSE: Health, Safety and Environment.

5. GUIDELINES

For Randoncorp, the person and his integrity is a value that is above other priorities. No emergency situation, production or result can compromise your health and safety and the protection of the environment.

In accordance with our principles "Safety and Quality, non-negotiable commitments" and "Profit with Sustainability", the guidelines established here aim to achieve excellence in HSE through a culture of prevention and the treatment of risk situations with seriousness and priority.

Prevention is our purpose and a value that guides our decisions to build a safe and healthy environment, strengthened by the initiative An Attitude Changes a Life, and the commitment to the environment through the Green Route. For this purpose, the HSE guidelines for Randoncorp were established, which are:

- Have programs that promote the well-being and quality of life of employees, aiming at integral health
- Be in legal compliance, using resources efficiently, seeking gains in productivity, quality and technological updating.
- Strengthen the culture of prevention, engaging all employees, service providers and suppliers in the search for zero serious accidents and the sustainable use of resources.
- Use innovative technologies focused on controlling risks and impacts, with gains in effectiveness, intelligence and productivity
- Ensure the commitment to continuous improvement in the processes and Management System related to Health, Safety and Environment, with the participation and training of employees.
- Provide openness and possibility to report risk conditions, occurrences, safe or risky behaviors and/or situations of a personal nature that may interfere with safety and health, in addition to reinforcing the commitment to stop unsafe activities.

It is the commitment of all leadership to comply with the guidelines of this Policy and ensure its application in all work routines.

A safe and healthy work environment starts with a high level of commitment from everyone. Management has a fundamental role and must visibly demonstrate its commitment to HSE, acting as an example and clearly transmitting the guidelines and expectations to all employees.

This policy reinforces Randoncorp's commitment to building a sustainable tomorrow for employees and their families, customers, investors, the community, suppliers, service providers and future generations.

6. PENALTIES

Any violations of this Policy and/or the rules and instructions of HSE are subject to the application of the disciplinary measures established in Randoncorp's Consequences Policy, as well as other penalties in accordance with the applicable legislation.

7. RESPONSIBILITIES

Board of Directors

- Approve the policy.

8. CONTROL INFORMATION

This Policy was approved by the Board of Directors on November 7, 2017, and entered into force on the same date.

Responsible for the document:

Elaboration

Health, Safety and
Environment Area

Revision

Risk Management and
Compliance Area

Approval

Board of Directors

Changelog:

Version	RCA	Date	Duration
Version 1	841	07/11/2017	07/11/2017
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Version 4	981	14/12/2023	14/12/2023
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