



**HEALTH, SAFETY AND ENVIRONMENT (HSE)  
POLICY**

## 1. OBJECTIVE

The objective 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, their affiliates, controlled and subsidiaries in which they hold their entirety or interest, as well as companies under common control.

## 3. REFERENCES

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

## 4. DEFINITIONS

**SSMA:** HSE: Health, Safety and Environment.

## 5. GUIDELINES

For Randoncorp, the person and their 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 herein 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. To this end, the HSE guidelines for Randoncorp were established, which are:

- To have programs that promote the well-being and quality of life of employees, aiming at integral health.
- To be in legal compliance, using resources efficiently, seeking gains in productivity, quality and technological updating.
- To strengthen the culture of prevention, engaging all employees, service providers and suppliers in the pursuit of zero serious accidents and the sustainable use of resources.
- To use innovative technologies focused on risk and impact control, with gains in effectiveness, intelligence and productivity.
- To ensure the commitment to continuous improvement in processes and Management System related to Health, Safety and Environment, with the participation and training of employees.
- To provide openness and possibility for reporting risk conditions, occurrences, safe or risky behaviors and/or personal situations that may interfere with safety and health, as well as 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 key role and must visibly demonstrate its commitment to HSE, acting as an example and clearly conveying guidelines and expectations to all employees.

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

## 6. PENALTIES

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

## 7. RESPONSIBILITIES

### Board of Directors

- To approve the policy.

## 8. DOCUMENT CONTROL

This Policy was approved by the Board of Directors on 11/07/2017, coming into effect from November 2017.

### Record of changes:

Version	RCA	Date	Validity
1 <sup>st</sup> version	841	11/07/2017	11/07/2017
2 <sup>nd</sup> version	869	03/14/2019	03/14/2019
3 <sup>rd</sup> version	940	11/10/2021	11/10/2021
4 <sup>th</sup> version	981	12/14/2023	12/14/2023
5 <sup>th</sup> version	1002	03/19/2025	03/19/2025

### Responsible for the document:

Responsible	Area
Elaboration	Health, Safety and Environment
Review	Risk Management and Compliance
Approval	Board of Directors



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