



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

## 3. REFERENCES

- ISO 45001
- ISO 14001
- Randoncorp Code of Ethical Conduct
- Regulatory Standards (NRs)
- Other legal requirements and applicable technical standards
- SSMA Manuals & Guides

## 4. DEFINITION

**Accident:** is an incident that has given rise to lesions, injury, damage to health or fatality, as well as damage to the environment or property damage.

**Contracted:** professionals from third-party contracted companies who perform their activities on the Company's premises or act on its behalf in other locations.

**Incident:** a work-related event which, despite its severity, causes or could have caused damage to health, as well as damage to the environment or damage to property.

**Inspections:** structured assessments of the work environment with the objective of detecting situations that may contribute to undesirable occurrences and defining measures that eliminate or neutralize the risks of occupational accidents.

**Voluntary improvements:** systematic registration of improvements by all employees in order to encourage their participation and involvement in different topics.

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

## 5. GUIDELINES

For Randoncorp, the person and his or her 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 principle "Safety and Quality, non-negotiable commitments", 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:

- **Quality of life:** To have programs that promote the well-being and quality of life of employees, based on their epidemiological profile, reducing health issues.
- **Legal Compliance:** To be in legal compliance, using resources efficiently, seeking gains in productivity, quality and technological updating.
- **Culture of Prevention:** Strengthen the culture of prevention, training all employees and using tools to identify and manage risks and impacts, aiming to reduce the severity and frequency of occurrences, in the search for zero critical accidents and the best use of resources.
- **New Technologies:** To use innovative technologies aimed at training, digitalization and automation of processes and information analysis, with a focus on productivity gains, effectiveness, process intelligence and control of risks for which there is no technology for elimination.

### 5.1 Essential elements for HSE management

**Commitment and leadership:** 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.

The engagement and demonstration of managers' personal commitment to HSE must be clearly noticed and understood by all employees, guiding decision-making and promoting the development of a culture focused on prevention and safe behavior through the motto: "An attitude changes a life" and the five attitudes of prevention:

- Make the commitment;
- Take care of myself, the other and the whole;
- Stop the activity in case of risk;
- Report any non-compliant situation;
- Value safety above all.

**Management system and certifications:** Management systems must be based on robust and reliable processes, and HSE-related information and knowledge must be accurate, up-to-date and documented, in order to facilitate their consultation and use. Continuous improvement of HSE performance should be promoted at all levels, through the development of people and the use of effective management tools.

Compliance with the requirements defined by ISO 45.001 and ISO 14.001 standards must be observed, seeking the certification of the systems regarding such standards.

**Risk Management:** Risks and impacts inherent to activities must be identified, evaluated and managed in order to avoid undesirable occurrences and/or ensure the minimization of their effects. The adoption of appropriate control measures must be ensured.

For critical risk situations, effective control measures, training and strict control must be employed.

**Integrity of facilities and equipment:** All operations must be carried out in accordance with established procedures and using appropriate facilities and equipment, inspected and in a condition to ensure compliance with HSE requirements.

**Product and Change Management:** Products must be designed in such a way as to take care of HSE aspects, from their origin to their final destination, and seeking to constantly reduce the impacts they may cause.

Temporary or permanent changes in processes, products, services, facilities and equipment, which may directly or indirectly impact aspects of HSE, must be preceded by analysis and appropriate measures aimed at eliminating and/or minimizing risks arising from their implementation.

**Training and Communication:** Training, education, and mentoring should be continuously promoted in order to preserve the culture and reinforce employees' commitment to HSE performance.

The exercise of activities can only be authorized with the fulfillment of the minimum requirements, where, in addition to specific training, continuing education practices must be employed.

The safety of the communities where Randoncorp operates must also be ensured, as well as keep them informed about the impacts and/or risks arising from the activities, when applicable.

**Contracted Management:** Third parties that carry out their activities on Randoncorp's premises or that act on its behalf in other locations must be considered as part of the workforce and meet the contracted' access requirements, as well as the requirements for the execution of activities involving risk control and management tools.

**Occurrence Management:** All undesirable occurrences resulting from the activities must be analyzed, investigated, documented and treated, in order to avoid their repetition and/or ensure the minimization of their effects.

Emergency situations must be foreseen in specific procedures, identifying their potential and defining the appropriate response, in order to prevent or mitigate the associated consequences. These procedures should be periodically tested through simulations and, where necessary, reviewed.

## 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.

### Managers

- To promote efforts to preserve health, safety and the environment.
- To ensure the training of employees to perform their activities, observing all legal requirements and applicable procedures.
- To empower employees to consider HSE as an integral part of any activity and encourage a culture of prevention.
- To periodically monitor and critically analyze health, safety and environmental performance, establishing performance standards and actions to achieve objectives and goals.
- To provide resources to solve issues involving compliance with legal requirements and the minimization or elimination of risks and impacts related to HSE.
- To carry out, systematically and periodically, audits and inspections in the activities and places under their responsibility, ensuring the referral of situations that need adjustments.
- To ensure operational discipline in processes, contributing to reliability and prevention of undesirable occurrences.
- Do not allow employees to perform any activity in which the risks involved are not properly controlled.
- To encourage employees to record, investigate, and address deviations and, through continuous improvement of the work environment and control measures, prevent the occurrence of work accidents, occupational diseases, or environmental accidents.

**Employees, interns and professionals of third-party contracted companies who perform their activities on the Company's premises or act on its behalf in other locations:**

- To comply with Randoncorp's Policy, procedures and instructions and legal requirements to preserve its health and safety and protect the environment, assuming the commitment to report risk situations and seek the solution to minimize them.
- To ensure their health and safety, as well as that of other employees and third parties, and the environment, practicing a culture of prevention.
- To immediately report to leadership, the HSE team or through the Ethics Channel any violations or situations that present a risk to health, safety and the environment, as well as the occurrence of accidents and/or incidents.
- To only carry out activities when trained, qualified, skilled and able.
- To refuse to perform any activity in which the risks involved are not properly controlled.
- To use Personal Protective Equipment (PPE), Collective Protective Equipment (CPE) and safety systems provided for your activity.

## **Corporate HSE:**

- To keep the HSE Policy up to date.
- To support the establishment of tools for the implementation of this Policy.
- To promote programs and actions to promote the value and culture of HSE.
- To define the structure of HSE processes, supporting management and local teams in detailing them.
- To establish information standards and HSE indicators that allow critical analysis to be carried out, consolidating information from the operation as a whole.
- To consolidate the need for resources for HSE demands, identifying synergies and establishing priorities.
- To provide training and technologies for HSE.
- To represent Randoncorp before regulatory agencies, trade associations and committees related to HSE matters.

## **HSE of the Unit:**

- To establish tools for the implementation of this Policy.
- To support management in the implementation of HSE processes.
- To provide technical support for the analysis of hazards, risks, aspects and impacts and for the definition of control measures.

- To provide technical support for the identification of applicable requirements and for the definition of actions to ensure their compliance.
- To provide technical support for carrying out analysis and investigation of incidents, as well as for defining containment and corrective actions.
- To promote actions related to the culture of prevention.
- To collect, consolidate and make available HSE information and indicators, in accordance with established standards, allowing periodic reporting and critical analysis.

## Health Centers:

- To establish tools for the implementation of this Policy.
- Manage the implementation and operationalization of care and occupational medicine processes and services.
- To manage health promotion and disease prevention programs.
- To manage contracts with service providers and health plan operators.
- To provide technical support for the identification of applicable requirements and for the definition of actions to ensure their compliance.

## 8. DOCUMENT CONTROL

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

### Responsible for the document:

Author	Review	Approval
Health, Safety and Environment	Risk Management and Compliance	Board of Directors

Last revision:

Date: 12.14.2023





**ID**

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