



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

1. OBJECTIVE

This Policy seeks to establish the corporate guidelines of Randon Companies in relation to 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 Randon Companies, their affiliates, subsidiaries and subsidiaries in which they hold their entirety or interest, as well as companies under common control.

3. REFERENCES

- ISO 45001
- ISO 14001
- Randon Companies Code of Ethical Conduct.
- Regulatory Standards (NRs)
- Other applicable legal requirements and technical standards
- ESG Manualls and Instructions

4. DEFINITIONS

Accident: is an incident that gave rise to injury, wounds, health damage or fatality, as well as environmental or property damage.

Contractors: professionals from outsourced companies that perform their activities on the Company's premises or act on its behalf in other locations.

Incident: work-related event that, regardless of severity, causes or could have caused damage to health, as well as damage to the environment or property damage.

Inspections: structured assessments of the work environment in order to detect situations that may contribute to undesirable occurrences and define measures that eliminate or neutralize the risks of work accidents.

Voluntary Improvements: System for recording improvements by all employees to encourage their participation and involvement in different topics.

HSE: Health, Safety, and the Environment

5. GUIDELINES

For Randon Companies, 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 or the protection of the environment.

In accordance with our principle “Safety and Quality, non-negotiable commitments”, the guidelines established here aim at achieving 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 “Uma Atitude Muda Uma Vida” (An attitude can change a life) initiative, and the commitment to the environment through the Rota Verde (Green Route). For this purpose, the HSE guidelines for Randon Companies were established, which are:

- Quality of life: Having programs that promote the well-being and quality of life of employees, based on their epidemiological profile, reducing health problems.
- Legal Compliance: Be in legal compliance, using resources efficiently, seeking gains in productivity, quality and technological updating.
- Prevention Culture: Strengthen a culture of prevention, training all employees and using tools to identify and manage risks and impacts, aiming at reducing the severity and frequency of occurrences, in the search for zero critical accidents and better use of resources.
- New technologies: Use innovative technologies aimed at training, digitizing and automating processes and analyzing information, with a focus on gains in productivity, effectiveness, process intelligence and risk control for which there is no technology to eliminate.

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 plays 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 SSMA 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: "One attitude can change a life" and the five prevention attitudes:

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

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

Compliance with the requirements defined by the ISO 45001 and ISO 14001 standards must be observed, seeking the certification of systems against the aforementioned standards.

Risk management: Risks and impacts inherent to the 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 performed in accordance with established procedures and using adequate facilities and equipment, inspected and in a position to ensure compliance with HSE requirements.

Product and change management: Products must be designed in such a way as to ensure HSE aspects, from their origin to their final destination, and seeking to constantly reduce the impacts that they may eventually cause.

Temporary or permanent changes in processes, products, services, facilities and equipment, which may directly or indirectly impact ESG aspects, 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 guidance must be continuously promoted in order to preserve the culture and reinforce employee commitment to HSE performance. The exercise of activities can only be authorized if the minimum requirements are met, where in addition to specific training, continuing education practices must be employed.

Care must also be taken for the safety of the communities where Randon Companies operate, as well as keeping them informed about impacts and/or risks arising from the activities, when applicable.

Contractor management: Third parties who carry out their activities on the premises of Randon Companies or who act on their behalf in other locations must be considered part of the workforce and meet the access requirements of contractors, as well as the requirements for carrying out activities involving the tools of risk control and management.

Incident management: All undesirable occurrences arising 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 planned for with specific procedures, identifying their potential and defining the appropriate response, in order to prevent or mitigate the associated consequences. These procedures must be tested periodically through simulations and, when necessary, revised.

6. PENALTIES

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

7. RESPONSIBILITIES

Board of Directors

- Approve the policy.

Managers

- Promote efforts to preserve health, safety and the environment.

- Ensure the training of employees for the performance of their activities, observing all legal requirements and applicable procedures.
- Empower employees to consider HSE as an integral part of any activity and encourage a culture of prevention.
- Periodically monitor and critically analyze health, safety and environment performance, establishing performance standards and actions to achieve objectives and goals.
- Provide resources to resolve issues involving compliance with legal requirements and the minimization or elimination of risks and impacts related to HSE.
- Carry out, in a systematic and periodic manner, audits and inspections in the activities and places under their responsibility, ensuring that situations that require adjustments are addressed.
- 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.
- Encouraging employees to record, investigate and deal with 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 from outsourced companies that perform their activities on the Company's premises or act on its behalf in other locations:

- Comply with the Policy, procedures, instructions and legal requirements of Randon Companies to preserve their health and safety and protect the environment, assuming the commitment to report risk situations and seek the solution to minimize them.
- Take care of their health and safety, as well as that of other employees and third parties, and the environment, practicing a culture of prevention.
- Immediately report any violations or situations that pose a risk to health, safety and the environment, as well as the occurrence of accidents and/or incidents, to the leadership, HSE team or through the Ethics Channel.
- Perform activities only when trained, qualified, enabled and fit. to do so.
- Refuse to perform any activity in which the risks involved are not properly controlled.

- Use Personal Protection Equipment (PPEs), Collective Protection Equipment (CPEs) and safety systems provided for your activity.

Corporate HSE:

- Keep the HSE Policy updated.
- Support the establishment of tools for the implementation of this Policy.
- Foster programs and actions to promote HSE value and culture.
- Define the structure of HSE processes, supporting management and local teams in their detailing.
- Establish information standards and HSE indicators that allow the performance of critical analyses, consolidating information on the operation as a whole.
- Consolidate the need for resources for HSE demands, identifying synergies and establishing priorities.
- Provide training and technologies for SSMA.
- Represent Randon Companies before regulatory bodies, trade associations, and committees related to HSE matters.

HSE at the Unit:

- Establish tools for the implementation of this Policy.
- Support management in the implementation of HSE processes.
- Provide technical support for the analysis of hazards, risks, aspects and impacts and for the definition of control measures.
- Provide technical support to identify applicable requirements and define actions to ensure compliance.
- Provide technical support for the analysis and investigation of occurrences, as well as for the definition of containment and corrective actions.
- Promote actions related to the culture of prevention.
- Collect, consolidate and make available HSE information and indicators, in accordance with established standards, allowing periodic reporting and performing critical analyses.

Health centers:

- Establish tools for the implementation of this Policy.
- Manage the implementation and operationalization of healthcare and occupational medicine processes and services.
- Manage health promotion and disease prevention programs.
- Manage contracts with service providers and health insurance companies.
- Provide technical support to identify applicable requirements and define actions to ensure compliance.

8. CONTROL INFORMATION

This Policy was approved by the Board of Directors on November 07, 2017 and has been effective since November 2017.

Responsibilities for this document:

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

Last review:

Date: Nov 10, 2022



Companies

