

**OXY QUÍMICA E METALÚRGICA  
LTDA**

**OCCUPATIONAL SAFETY AND HEALTH POLICY**

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## **1. GOALS**

The goal of this policy is to establish the general guidelines related to workers' occupational Safety and Health, focused on prevention and complying with all applicable legal requirements, driving efforts towards a healthy and safe workplace for all.

## **2. INTENDED USERS**

This policy applies to all employees, administrators and third parties that render services to Oxy Química.

## **3. RESPONSABILITIES**

### **3.1 Senior Management**

- To establish and approve Oxy Química Occupational Safety and Health Policy;
- To assure that these occupational safety and health guidelines are disclosed to all employees;
- To make available human, material, technological and financial resources necessary to comply with the provisions in these guidelines.

### **3.2 Production Manager**

- To comply with and to enforce occupational safety and health procedures related to his/her area;
- To make sure that the appropriate protective equipment is available, requiring that safe work practices are followed for each task;
- To assure that employees are trained to perform their activities and comply with all applicable legal requirements and procedures.
- To permanently watch over hygiene, maintenance and occupational health conditions for everyone in the workplace;
- Do not allow employees to perform any task where all risks are not appropriately locked out.
- require from Oxy Química contractors who work in the area under his/her responsibility to comply with all safety procedures related to their tasks;
- To be responsible for the team safety, become aware of the company safety standards and procedures, committing to comply with it;
- To encourage employees to report, investigate and manage risk behaviors and, through continuous improvement in the workplace and control measures, prevent work-related accidents, occupational diseases or environmental accidents.

- To be responsible for personnel training in order to allow them to perform their duties, for safety failures occurring within his/her area of operation and for protecting third parties;
- To be responsible for employees periodic medical examinations as established by the current PCMSO.

### **3.3 Employees**

- To comply with occupational safety and health procedures related to their tasks aiming their physical integrity and the physical integrity of other employees and third parties;
- To wear the PPE according to the risks and diseases related to their tasks, being responsible for keeping and maintaining their PPE and requesting its replacement when not in good work conditions;
- To guide your co-workers on safe work practices, reporting to the immediate superiors when the employee fails to comply with safety procedures;
- To report to the immediate superiors when any unsafe condition related to his/her task is identified;
- To watch over his/her safety and health, as well as that of other employees and third parties, practicing a culture of prevention;
- To refuse to perform any task where risks are not appropriately locked out.

## **4. REFERENCES**

- ESG Policy Rev.0 from 10/15/22;
- Oxy Química Ethics and Conduct Code Rev.0 from 10.20.22;
- Brazilian Regulatory Standards (NRs);
- Any other legal requirements and applicable technical standards;
- ISO 45001:2018;
- PPRA, PCMSO, PAE (current)

## **5. DEFINITIONS**

**Accident:** An incident that has given rise to injury, wounds, health damage or fatality as well as environmental or property damage.

**Contractors:** Third party professionals that perform their tasks within Oxy Química facilities or work on its behalf in other locations.

**Incident:** Any occurrence related to work that, no matter its severity, causes or may have caused damages to health as well as environmental or property damage.

**Inspections:** Structured evaluations of the workplace in order to identify conditions that may contribute to undesirable events and to define countermeasures that eliminate or mitigate risks of work-related accidents.

## 6. GUIDELINES

At Oxy Química people's physical integrity is a top priority. No emergency event, production and outcome goals can compromise the health and safety of a human being. Prevention is the goal that guides us in decision making to build a safe and healthy workplace environment. Hence, our operations are based on the following guidelines:

- To provide associates a safe and healthy workplace;
- To understand that no task may be accomplished without considering the associate's Safety and Health and that no urgency may be pleaded to justify not complying with Occupational Safety and Health requirements;
- To consider Occupational Safety and Health as part and parcel of People Strategic Management with committed leadership being the example and other committed professionals as a factor of success;
- To consider Occupational Safety and Health behavior as part of associates professional growth;
- To continuously promote information and training as critical tools for qualify and raise awareness of professionals and other Occupational Safety and Health stakeholders;
- To ensure the compliance with legal requirements, regulations and other current Occupational Safety and Health requirements applicable to the company;
- Identify, evaluate, control and mitigate risk factors to the safety and health of the people involved, including those that may affect the population, in order to prevent accidents in all production processes activities, such as transport for instance;
- To provide to Occupational Safety and Health Agencies the necessary means for them to accomplish their tasks;
- To strengthen the culture of prevention by 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.
- A safe and healthy workplace requires everyone to be committed. Production supervisors and leadership have a crucial role and must lead by the example, always providing directions to employees, focusing on a culture oriented to prevention and safe behavior;
- All and any operation must be accomplished according to internal procedures and with the use of proper equipment and facilities, which must be inspected and in safe working conditions;

- To continuously provide Training, Education and Guidance to associates in order to maintain the culture of prevention and reinforce employees' commitment to job safety.

## **7. PENALTIES AND FINAL CONSIDERATIONS**

This policy represents Oxy Química commitment to occupational safety and health and its principles must be followed by everyone involved in the activities performed in the Company. Anyone who fails to comply with any of the provisions set forth herein is subject to the sanctions provided for, such as, verbal warning, written warning, suspension, dismissal with or without cause, besides bearing all legal consequences, when applicable.

Any employee, no matter his or her hierarchy level, may be operationally held responsible for a work-related accident occurred due to his/her actions or negligence.