

Occupational Health and Safety Management Policy

Table of contents

1. Fundamental Principles.....	1
2. Avoiding Risk.....	1
3. Assistance in Dangerous Situations.....	2
4. Policy Implementation.....	2
5. Evaluating Effectiveness.....	2
6. Final Stipulations.....	3

1. Fundamental Principles

Health and safety at work are our priority.

1. All our employees, associates, consultants, benefit from a high standard of health and safety at work.
2. We continuously monitor changes in occupational health and safety regulations, and implement measures to improve working conditions.
3. Each employee is provided with health and safety training before starting work and periodic training in accordance with applicable regulations.
4. We assess and document the hazards present at all workplaces in the company, and inform employees about them.
5. We expect our associates, and consultants, depending on specific workplace conditions, to identify, assess and manage exposure to health and safety hazards, including harmful chemical, biological, physical and ergonomic factors, using appropriate technical measures, workplace safety procedures, and occupational health and safety (e.g., BHP) regulations.

2. Avoiding Risk

1. The company protects its employees and associates by providing proper workplace and workstation setup and legally required personal protective equipment at the company's headquarters office, provides them with information on the risks posed by these hazards, and implements procedures to prevent accidents and illnesses at work, handle them appropriately when they occur, monitor and report them, classify and record instances of accidents, provide necessary medical assistance, investigate incidents that have occurred, perform corrective actions, and facilitate employees' return to work. We expect the same protection of employees from our associates, consultants, suppliers and other business partners.
2. The company appropriately instructs and trains its employees on the health and safety of work provided remotely, outside the company's main office, at a location agreed on an individual basis with the employee.
3. Employees performing remote work are obliged to properly organize their remote workplace so as to ensure safe and hygienic working conditions in accordance with the company's guidelines and the provisions of applicable law. Each employee shall ensure that the essential technical requirements for their workstation and equipment are met when performing remote work.
4. Each employee and associate is responsible for observing the regulations and established rules of occupational health and safety aimed at preventing accidents at work and occupational diseases, performing work in a manner consistent with the regulations and rules of occupational health and safety, and adhering to the instructions and guidance issued in this regard by superiors, as well as maintaining proper condition of facilities and equipment and order and tidiness in the workplace.

5. All representatives of the company (employees, managers, associates) are involved in matters related to occupational health and safety.
6. We share best practices and learn from hazardous incidents and accidents that have occurred.
7. We are aware that in the event of danger to human health and life, we must immediately cease work and take, to the extent possible, appropriate measures to eliminate or minimize the risk to health and life.

3. Assistance in Dangerous Situations

1. We are aware of our responsibility to ensure safe and hygienic working conditions.
2. At C&F S.A.'s headquarters, we provide employees with an effective emergency and accident assistance system by providing appropriate conditions in terms of fire prevention and first aid.
3. We ensure that employees fulfill their obligations to document occupational accidents and illnesses.
4. We are committed to analyzing all reports of near misses and accidents with a view to implementing measures to improve working conditions.

4. Policy Implementation

We achieve all of these objectives by:

1. complying with the requirements of the law, including, in particular, the Labour Code and the internal regulations, policies and instructions in force in our company,
2. conducting regular mandatory occupational health and safety training to raise the awareness and skills of our employees in occupational health and safety,
3. using devices and equipment that meet the requirements of safety standards,
4. equipping employees with personal protective equipment required by law,
5. conducting regular fire drills,
6. encouraging preventive health care and promoting healthy lifestyles,
7. active internal and external communications on health and safety issues,
8. identifying possible emergencies, preparing for them and implementing emergency plans, and training employees on procedures for dealing with such situations, including methods for reporting them, notifying and evacuating personnel, test alarms, using fire detection and suppression equipment, proper evacuation routes, and disaster recovery plans,
9. ensuring that staff have constant access to clean toilets, drinking water and areas where meals can be prepared, stored and consumed under hygienic conditions,
10. continuously improving and enhancing health and safety activities.

5. Evaluating Effectiveness

We evaluate the effectiveness of the system by:

1. monitoring accidents at work,
2. monitoring the number of accident events,
3. analyzing occupational health and safety documentation and records.

6. Final Stipulations

The Board of Directors of C&F S.A. is committed to securing dedicated resources to ensure the implementation of the adopted, implemented and maintained policy and ensure that it is understood and agreed upon with the Company's employees, and made available to external stakeholders.

The Board of Directors of C&F S.A. conveys this policy on Occupational Health and Safety Management to all employees, associates, consultants and other persons working for C&F S.A for the purpose of its implementation.

We expect all employees, associates, consultants and other persons working or cooperating with C&F S.A. to demonstrate full commitment to all activities arising from the Occupational Health and Safety Management Policy.