

Environmental and Health and Safety Policy (EHSP)

Preamble: Saraiva adopted this policy to demonstrate its commitment to the environment, with occupational health and safety at work of its employees and services providers as well as to assist the process of continuous improvement of company performance through directed guidelines and responsibilities.

Objective: Guide the treatment of environmental issues of the company and occupational health and safety at work of its employees, as well as of service providers in line with the principles set out in its Corporate Sustainability Policy.

Saraiva should strive to operate in a safe and sustainable way and expects that each individual within the company demonstrates clear personal commitment to take behavior consistent with this Policy.

It is up to the leadership of Saraiva to ensure the implementation of measures to promote environmental responsibility, occupational health and safety at work of all persons under its management, including service providers in accordance with the guidelines established by the company.

Principles and Guidelines: Saraiva's activities should be guided by the existing legislation in the areas of environment, occupational health and safety, and also with the internal standards and commitments. When necessary, measures for the prompt correction of any nonconformity shall be adopted.

Aiming to prevent occupational accidents and occupational diseases and cause the least possible impact to the environment, Saraiva defines a set of principles and guidelines that it is committed to the following.

Environmental:

1. Ensure the principles of sustainability in the implementation of projects and development of products and services, considering the impacts and benefits in economic, social and environmental spheres.
2. Sensitize and orient employees, suppliers and customers on the importance of preserving the environment.
3. Prevent pollution and maximize environmental management on their operations.
4. Promote the use of new technologies that contribute to the rational use of natural resources.
5. Ensure the maintenance of a systematic and continuous process of improvement in environmental management practices.
6. Encourage communication and open and transparent dialogue, as well as the sharing of best environmental practices.

Health and Safety (OHS):

1. Recognize that all accidents and illnesses caused by work can and should be avoided.

2. Promote a culture that is considered vital for the success of the company and make sure employees share this commitment.
3. Motivate employees to achieve the zero rate on work accidents and occupational diseases, providing training and support.
4. Encourage employees to adopt safe and healthy habits, both in the workplace and at home.
5. Provide safe and healthy work environments, avoiding the possibility of accidents and occupational diseases.
6. Continually promote training, education and awareness, in order to reinforce the commitment of the workforce with the performance in EHSP.
7. Commit themselves, explicitly, with the politics and values of the EHSP in order to sensitize the workforces for their fulfillment.
8. Implement programs that encourage the adoption of safe, healthy and respectful behaviors for the environment, inside the company and beyond.
9. Periodically evaluate the qualification of the labor force with respect to the requirements of EHSP.
10. Provide safety equipment for the execution of the when applicable, such as PPE (Personal Protective Equipment), among others.

Responsibilities:

Sustainability Committee: Formalize this policy as an official document of the company, as well as organize the review process.

Asset: Promote analysis of operational feasibility of the policy proposing measures to ensure its implementation.

Human Resources: Bringing to the knowledge of all employees, as well as possible changes or updates.

Legal: Track and report changes in local legislation involving updates on this policy.

Leaders and Employees: Exercise compliance with this policy.

Standards related:

- Code of Ethics
- Corporate Sustainability Policy

Review: The Environmental and Health and Safety Policy has an indefinite term. However, initially, every 6 months it should be checked the appropriateness or need for reviews of its content, in order to reflect legal changes, changes on the community, of current practices and maintain their compliance with the strategic plan of Saraiva.