

	MANUAL	Approved on: 09/19/2022	Page: 1 of 11
Title: OCCUPATIONAL HEALTH AND SAFETY POLICY		Code: MN 001 EQTL Occupational Safety Department	Revision: 02

Table of Contents

1.	PURPOSE	3
1.1	Applicability and Effectiveness.....	3
1.2	General Aspects	3
2.	INTEGRATED OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT	4
2.1	Vision	4
2.2	Mission	4
3.	RESPONSIBILITIES.....	4
3.1	CEO and Executive Board	4
3.2	Executive Safety Committee.....	5
3.3	Managers	5
3.4	Corporate Department of Occupational Safety.....	5
3.5	Occupational Health Department.....	6
3.6	Employees.....	6
3.7	Internal Accident Prevention Commission - CIPA	7
3.8	Supplier Companies	7
4.	OCCUPATIONAL RISK MANAGEMENT	8
4.1	Purpose	8
4.2	Tools	8
4.3	Control Methodology.....	8
4.3.1	Reporting Events	8
4.3.2	Types of Events.....	8
4.3.3	Event Classification	8
4.3.4	Identification of Event Causes	9
4.3.5	Control Measures	9

	MANUAL	Approved on: 09/19/2022	Page: 2 of 11
Title: OCCUPATIONAL HEALTH AND SAFETY POLICY		Code: MN 001 EQTL Occupational Safety Department	Revision: 02

4.3.6 Monitoring.....	9
5. EXHIBITS	9
EXHIBIT I - TERM OF COMMITMENT - OCCUPATIONAL HEALTH AND SAFETY POLICY	9
6. VERSION CONTROL	10
7. APPROVAL	10

	MANUAL	Approved on: 09/19/2022	Page: 3 of 11
Title: OCCUPATIONAL HEALTH AND SAFETY POLICY	Code: MN 001 EQTL Occupational Safety Department		Revision: 02

1. PURPOSE

The Occupational Health and Safety Policy aims to establish the principles and guidelines to reach excellence in the occupational health and safety standard set out in our Code of Ethics and Conduct. It contains instructions and provisions for the prevention of occupational accidents, and the obligations and responsibilities that all employees must assume to actively participate in the prevention and control of accidental losses.

1.1 Applicability and Effectiveness

All companies belonging to Grupo Equatorial Energia and all their contractors must observe this Policy, considering their respective bylaws and the pertinent legislation.

1.2 General Aspects


Preventing accidents is fundamentally based on the awareness and self-discipline of employees when performing their activities.

The following factors are important for the success of Occupational Safety and Health within the companies belonging to Grupo Equatorial Energia:

- Vision
- Mission
- Safety Policy
- Rules of Work Procedures
- Definition of Responsibilities
- Commitment of Managers and Leaders
- Training
- Risk Management and Prevention Tool
- Risk Analysis
- Oversight, Inspection and Audit of Occupational Safety
- Occupational safety is an achievement and the responsibility of everyone

Grupo Equatorial Energia's corporate ideology consist of values like ethics, responsibility, transparency and safety, which guide its strategic planning toward the achievement of the Company's mission, objectives and vision. As a result, Grupo Equatorial, its employees and management work in compliance with the laws, principles, values and corporate policies, observing the precepts established in its Integrity Program.

The Code of Ethics and Conduct, the Anti-Corruption Policy and the corruption-fighting laws, notably Law 12,846/2013, form the basis of Grupo Equatorial Energia's Integrity Program, which

	MANUAL	Approved on: 09/19/2022	Page: 4 of 11
Title: OCCUPATIONAL HEALTH AND SAFETY POLICY	Code: MN 001 EQTL Occupational Safety Department		Revision: 02

must be complied with in all relationships, processes and work procedures, as well as normative instruments within the scope of its companies. Additionally, it is the charge of all employees to ensure compliance, avoiding any violation of the anti-corruption precepts.

2. INTEGRATED OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT

2.1 Vision

To be recognized as a benchmark in occupational health and safety management, seeking business efficiency, respect for people's life, dignity, health and safety, while pursuing quality, cost-effectiveness and profitability, delivering the best indicators for each area of operation in the Brazilian sector.


2.2 Mission

To preventively provide occupational safety and health so as to avoid, mitigate and control significant risks to the physical integrity of Grupo Equatorial Energia's employees and contractors.

3. RESPONSIBILITIES

3.1 CEO and Executive Board

- Uphold the guidelines on Occupational Safety and Health within the scope of the areas for which they are responsible, ensuring the continuous development of the work, guaranteeing occupational safety and health as a corporate value.
- Comply and enforce compliance with occupational safety and health rules.
- Commit themselves to their decisions concerning the prevention of occupational accidents and diseases.
- Ensure that all managers across hierarchy levels will solely be in charge of complying with and enforcing the precepts of Occupational Safety and Health.
- Ensure the maintenance of the Occupational Safety and Health policies and practices to reduce to zero occupational accidents involving company employees and suppliers, reducing productivity losses resulting from accident or sick leave.
- Attend the Executive Safety Committee's meetings when called.
- Support in the compliance with the company's occupational safety and health indicators.
- Periodically report to the Governance, People and Sustainability Committee and, when applicable, to the Board of Directors, the Occupational Safety and Health agenda, including its corporate indicators.

	MANUAL	Approved on: 09/19/2022	Page: 5 of 11
Title: OCCUPATIONAL HEALTH AND SAFETY POLICY		Code: MN 001 EQTL Occupational Safety Department	Revision: 02

3.2 Executive Safety Committee


- Hold monthly meetings to monitor occupational safety matters.
- Monitor the performance of reactive and proactive occupational safety indicators.
- Hold extraordinary meetings to analyze any potentially grave or fatal occupational accidents, issuing reports on immediate control measures.
- Evaluate and analyze cases of unsafe acts and noncompliance with the Occupational Health and Safety Policy, issuing reports on disciplinary measures.
- Call leaders and partners to provide clarification when necessary.
- Keep abreast of the result of investigation of occupational accidents and follow up on the adoption of the recommended corrective measures.
- Adopt, recommend and determine measures to control occupational safety and health risks.
- Plan actions involving leaderships and employees to disseminate the occupational safety and health culture.

3.3 Managers

- Comply and enforce compliance with occupational safety and health rules.
- Ensure the implementation of and compliance with permanent occupational accident prevention programs, according to the guidelines set out in this Occupational Health and Safety Policy.
- Correct unsafe conditions that have been identified and encourage subordinates to display safe behavior.
- Disclose this policy to all their subordinates.
- Ensure the safety and health of employees, and the security of equipment and facilities under their responsibility.
- Adopt the necessary measures to avoid occupational accidents and maintain adequate safety, health and industrial hygiene in the workplace.
- Immediately report to the Executive Occupational Safety Department occupational accidents and near misses (in up to 24 hours) and support in the investigation and the adoption of the necessary control measures.

3.4 Corporate Department of Occupational Safety

- Advise on the collection of information and compliance with legal obligations related occupational safety.
- Advise the Executive Board on decisions about occupational safety.
- Keep SESMT (Occupational, Safety and Health Specialized Services) operational.

	MANUAL	Approved on: 09/19/2022	Page: 6 of 11
Title: OCCUPATIONAL HEALTH AND SAFETY POLICY		Code: MN 001 EQTL Occupational Safety Department	Revision: 02


- Develop, disseminate and ensure the execution of the Policies and Guidelines together with the Executive Safety Committee.
- Employ risk analysis techniques through the stages of anticipation, recognition, evaluation and, consequently, control measures, mitigating risks in the work environments.
- Record and control accident statistics.
- Support the Internal Accident Prevention Commissions in the prevention of occupational accidents involving employees.
- Issue guidelines, together with the Legal Department, for leaderships when conducting negotiations with the Regional Superintendence of Labor - SRTb, in addition to processes related to Occupational Safety.
- Oversight and audit occupational safety across the company's departments, aiming at ensuring compliance with this Policy.

3.5 Occupational Health Department

- Promote, take care of and protect the health of employees, coordinating disease prevention actions through the Occupational Health Medical Control Program (OHMCP).
- Seek improvements for the quality of life of employees in and outside the company.
- Support employees in the event of diseases and/or occupational accidents, with or without leave.
- Collaborate in the dissemination of first aid techniques.
- Monitor the health condition of employees exposed or not to occupational risks, thereby ensuring preventive measures and promoting their good health.
- Perform occupational and supplementary health tests and ensure that employees will undergo such tests in accordance with the OHMCP.
- Promote educational health actions and lectures as set out in the OHMCP.
- Develop and conduct health campaigns among all employees of Grupo Equatorial Energia.

3.6 Employees

- All employees HAVE A DUTY to comply with the Occupational Safety and Health rules and guidelines.
- All employees ARE ENTITLED to be informed of and instructed in the risks to which they are exposed and the applicable control measures, as well as to receive the necessary protection equipment to safely perform their activities.
- Failure to wear Personal Protective Equipment - PPE and Collective Protective Equipment - CPE, as well as not to comply with the current safety rules at the company (*LEI DA VIDA MANUAL*), constitute a very grave offense.

	MANUAL	Approved on: 09/19/2022	Page: 7 of 11
Title: OCCUPATIONAL HEALTH AND SAFETY POLICY		Code: MN 001 EQTL Occupational Safety Department	Revision: 02


- All employees are ENTITLED to refuse to perform a task if they lack technical or physical conditions that ensure their safety and of others. Additionally, employees must report such events to the company's Occupational Safety and Health Department and their leader.
- Only employees who have been qualified, authorized and trained by the occupational safety and health department will perform the activities.
- All employees HAVE A DUTY to undergo the occupational and supplementary health tests provided for in the Occupational Health Medical Control Program (OHMCP), when requested.
- Attend and engage in training and educational lectures, when requested.

3.7 Internal Accident Prevention Commission - CIPA

- Collaborate in the prevention of occupational accidents and diseases, so that the job and the promotion of the employee's life can be permanently compatible.
- Identify work process risks, with advice from SESMT - Occupational, Safety and Health Specialized Services.
- Prepare a work plan allowing for preventive actions and occupational safety problem solving.
- Periodically verify the work environment and working conditions, aiming at identifying scenarios that may pose risks to the safety and health of employees.
- Yearly promote, together with SESMT, the Internal Week for the Prevention of Occupational Accidents - SIPAT.
- Participate in the analysis of the cause of occupational accidents and diseases, recommending control measures.

3.8 Supplier Companies

- The companies of the Group that contract services will continually undertake awareness-raising initiatives, bringing service providers closer, so as to disseminate the occupational safety and health culture among their employees.
- Service providers must comply with contractual requirements, internal rules, work authorizations and service orders established by the contracting party, as well as with the Occupational Safety Legislation.
- Service providers will be liable for noncompliance – by their employees – with any of the aforementioned documents before the contracting party.
- Violating the rules and procedures established by the contracting party constitute a grave offense and will be penalized as per the provisions set forth in the service contract.
- Immediately report – to the contracting party's Executive Occupational Safety Department – occupational accidents and near misses (in up to 24 hours) and investigate, identify the causes, as well as adopt the necessary control measures.

	MANUAL	Approved on: 09/19/2022	Page: 8 of 11
Title: OCCUPATIONAL HEALTH AND SAFETY POLICY	Code: MN 001 EQTL Occupational Safety Department		Revision: 02

4. OCCUPATIONAL RISK MANAGEMENT

4.1 Purpose

To evaluate, measure, monitor and propose preventive and corrective measures to control risks to the physical integrity and health of company and outsourced employees.

4.2 Tools

- Safety reports (near misses, unsafe acts and/or unsafe conditions)
- Safety inspections and blitzes
- Identification of hazards and risk analyses
- Preliminary risk analyses - PRA
- Safety goals and indicators
- Action plans
- Training
- Service orders
- Work authorizations
- Investigation and analysis of accident causes
- Control measures

4.3 Control Methodology

4.3.1 Reporting Events


All events must immediately be reported to the line manager and SESMT - Occupational, Safety and Health Specialized Services.

4.3.2 Types of Events

- Unsafe Acts/Conditions.
- Near misses.
- Occupational accidents involving company and outsourced employees and the community.
- Traffic accidents with victims (commuting or occupational accidents).

4.3.3 Event Classification

- Occupational or commuting accident with company employees, with or without loss of time.
- Occupational or commuting accident with service providers, with or without loss of time.
- Electrical grid-related accident involving members of the community, for which the company is or is not liable.

	MANUAL	Approved on: 09/19/2022	Page: 9 of 11
Title: OCCUPATIONAL HEALTH AND SAFETY POLICY	Code: MN 001 EQTL Occupational Safety Department	Revision: 02	

4.3.4 Identification of Event Causes

- Basic causes (Personal Factor/Occupational Factor/External Factor).
- Immediate causes (Unsafe Act/Unsafe Condition/Unsafe Act and Condition).

4.3.5 Control Measures


- Administrative, Technical and Operating Actions.

4.3.6 Monitoring

- Monthly Managerial Report.

5. EXHIBITS

EXHIBIT I - TERM OF COMMITMENT - OCCUPATIONAL HEALTH AND SAFETY POLICY.

	MANUAL	Approved on: 09/19/2022	Page: 10 of 11
Title: OCCUPATIONAL HEALTH AND SAFETY POLICY		Code: MN 001 EQTL Occupational Safety Department	Revision: 02

6. VERSION CONTROL

REV	DATE	ITEM	DESCRIPTION OF CHANGES	PERSON IN CHARGE
00	10/26/2017		Initial Issue	Juliano Alexandre Chandretti
01	05/27/2022		<ul style="list-style-type: none"> ✓ Replace of manual table of contents with automatic table of contents ✓ Content revision in the following sections: <ol style="list-style-type: none"> 1. Purpose <ol style="list-style-type: none"> 1.1 Applicability and Effectiveness 2.1 Vision ✓ More responsibilities added to the Executive Safety Committee (content from the Occupational Safety Manual) ✓ Replacement of the term “grave” with “very grave” as to the failure to wear PPE or CPE, in compliance with the <i>LEI DA VIDA</i> Manual. ✓ Acronym revised (from SRTE to SRTb) ✓ Spell checking of Exhibit I ✓ Term changed from Occupational Safety and Health to Employee Safety and Health ✓ Addition of more employee responsibilities in compliance with the OHMCP and the occupational tests 	Carla Cristina Saldanha Paula Cristina Marques Peçanha
02	08/16/2022		<ul style="list-style-type: none"> ✓ Separation of departments, which were previously named “Department of Health and Safety” and are now named “People and Management (Health) Department” and “Occupational Safety Department” 	Maxinard Almeida

7. APPROVAL


AUTHOR / REVISOR

Carla Cristina Saldanha – Occupational Safety Manager

Paula Cristina Marques Peçanha – HR Analyst

Maxinard Almeida - Corporate Department of Occupational Safety

APPROVER

 GRUPO equatorial ENERGIA	MANUAL	Approved on: 09/19/2022	Page: 11 of 11
Title: OCCUPATIONAL HEALTH AND SAFETY POLICY		Code: MN 001 EQTL Occupational Safety Department	Revision: 02

Carla Cristina Saldanha - Occupational Safety Manager