



Eletrobras

OCCUPATIONAL HEALTH AND SAFETY POLICY OF ELETROBRAS COMPANIES

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Occupational Health and Safety Policy of Eletrobras Companies

Area responsible for issuing

Directorate of Corporate Management and Sustainability / Superintendence of People Management

Target audience

Employees of Eletrobras companies and other stakeholders.

Approval

Resolution 588/2022, of 12/05/2022, of the Executive Board of Eletrobras.
Deliberation 193/2022, of 12/16/2022, of the Board of Directors of Eletrobras.

Repository

The policies of Eletrobras companies can be found on the *website*:
<https://eletrobras.com/en/Paginas/Bylaws-Policies-and-Manuals.aspx>

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Introduction

Eletrobras, a leading company in electricity generation and transmission in Brazil, committed to promoting the occupational health and safety at work of its employees and based on principles of excellence, social responsibility and best practices in people management and sustainability, establishes Occupational Safety and Health (OHS) as primary, inseparable and excellent values in all its processes, activities and services.

This policy applies to all Eletrobras companies, including their projects, assembly and construction activities, operations, processes and existing facilities, laboratory and field trials and tests, provision of external technical services, inspection of contracted works and services, visits and technical inspections within the scope of the Brazilian electricity and energy sector and other applicable general activities and services.

This document establishes the principles and guidelines for occupational health and safety management at Eletrobras companies.

1 Objective

Establish principles, guidelines and responsibilities for the promotion of occupational safety and health in Eletrobras companies, in addition to providing direction and structure for the establishment of objectives, guidelines, goals and consistent actions to achieve the expected results of the Occupational Safety and Health Management System (SGSSO).

2 References

- 2.1 ISO 45001:2018 - Occupational Health and Safety Management System - Requirements with guidance for use.
- 2.2 Guiding Principles of the United Nations (UN) Global Compact.
- 2.3 Agenda 2030 - Sustainable Development Goals (SDGs) of the United Nations Development Program (UNDP).
- 2.4 Eletrobras Companies Strategic Plan
- 2.5 Sustainability Policy of Eletrobras Companies.
- 2.6 Code of Ethics and Integrity.
- 2.7 People Management Policy of Eletrobras Companies.

3 Principles

- 3.1 Promotion of safe and healthy working conditions to prevent accidents, injuries and work-related health problems.
- 3.2 Carrying out preventive actions to eliminate hazards and reduce risks related to occupational safety and health, through the management of risks related to its activities and work environments and the provision of external technical services.
- 3.3 Identification, analysis and compliance with legal, regulatory and other occupational safety and health requirements applicable to their activities.
- 3.4 Opportunity for consultation and participation of employees and their representatives in matters related to occupational safety and health.
- 3.5 Promoting continuous improvement of its processes, as well as the performance and effectiveness of occupational safety and health management.

4 Guidelines

Eletrobras companies must commit to:

- 4.1 Establish occupational safety and health as primary, inseparable and excellence values in all processes, activities and services developed, including new ventures, innovations and change management.
- 4.2 Consider OHS as an integral part of the strategic management of business, processes, activities, services and people at all levels, including training, documentation and prevention communication.
- 4.3 Ensure that no work is carried out without considering the safety and health of the employee, whether due to urgency, importance or any other reason to justify non-compliance with OHS requirements.
- 4.4 Consider OHS as an integral part of the strategic management of people and sustainability, with leaders and managers committed to its application as an example.
- 4.5 Ensure that all employees, irrespective of their level, are responsible for full compliance with OHS standards.
- 4.6 Ensure that OHS targets and indicators are linked to the business strategy.
- 4.7 Consider OHS attitudes as part of the professional development of employees of Eletrobras companies.
- 4.8 Promote safe and healthy employee behavior as a criterion for recognition and professional development.
- 4.9 Continuously promote OHS information and training as fundamental tools for employee awareness and capacity building.
- 4.10 Determine compliance with current legislation, regulations, technical standards and other OHS requirements to which the company subscribes.
- 4.11 Provide the necessary means and resources to carry out activities in safe and healthy conditions.
- 4.12 Continuous research into new OHS technologies.
- 4.13 Establish OHS objectives aligned with the commitments set out in this policy.
- 4.14 Ensure the implementation of occupational risk management, in order to identify, record, evaluate, eliminate and/or mitigate and, in addition, communicate the hazards and OHS risks that may exist in the tasks arising from own and/or contracted processes, activities and/or services, as well as the preventive recommendations and applicable control and/or corrective measures.
- 4.15 Ensure that employees have the right to refuse to carry out an activity when they see a work situation that, in their view, involves a serious and imminent risk to their life and health.
- 4.16 Encourage and promote proactive quality of life and well-being (QLBE) actions.
- 4.17 Adopt the best OHS market practices both in the power generation and transmission segments and in large companies in other sectors, both nationally and internationally.

5 Responsibilities

- 5.1 **Employees of Eletrobras companies** - observe the principles and guidelines established in this policy in all their activities, collaborating to strengthen the safety culture and achieve the objectives of Eletrobras companies.
- 5.2 **Eletrobras Board of Directors (BoD)** - approve this policy.
- 5.3 **Eletrobras' Executive Board (DEE)** - approve this policy and forward it for approval by Eletrobras' Board of Directors, as well as ensure its implementation, ensuring compliance with the established guidelines in all its decisions.
- 5.4 **Boards of Directors of Eletrobras companies** - ratify the approval of this policy.
- 5.5 **Executive Boards of Eletrobras companies** - ratify the terms of this policy and forward it for ratification by the respective Board of Directors, as well as ensure its implementation, ensuring compliance with its guidelines in all its decisions.
- 5.6 **Corporate management directors** - ensure the implementation of this policy.
- 5.7 **People management areas of Eletrobras companies** - implement this policy and act in its unfolding and dissemination.
- 5.8 **OHS managers** - monitor and evaluate the implementation and propose updates of this policy.
- 5.9 **Health and safety areas of Eletrobras companies** - guide and support the activities of implementation, dissemination, monitoring and evaluation of this policy.
- 5.10 **Managers of Eletrobras companies** - observe the principles and guidelines established in this policy in all their activities, encouraging knowledge of it by employees under their management; ensure full compliance with OHS requirements in the management of contracts under their management; and operationalize the activities of implementation, dissemination, monitoring and evaluation of this policy.

6 Concepts

- 6.1 **Employee:** for the purposes of this policy, it is equivalent to the term worker, described in ISO 45001 - a person who performs work or work-related activities that are under the control of Eletrobras companies.

Note 1: Persons performing work or work-related activities, according to various procedures, whether paid or unpaid, such as on a regular or temporary basis, intermittently or seasonally, casually or part-time.

Note 2: Employees include Senior Management, people at managerial and non-managerial level.

Note 3: Work or work-related activities performed under the control of the organization may be performed by employees employed by the organization, employees of external suppliers, contractors, individuals, agency staff and other persons, to the extent that the organization shares control of their work or work-related activities, in accordance with the context of the organization.

6.2 **Stakeholder:** for the purposes of this policy equates to the concept of ISO 45001 - person or organization that may affect, be affected or perceive itself to be affected by a decision or activity of Eletrobras companies.

6.3 **HSO:** Occupational Safety and Health.

6.4 **OSHMS:** Occupational Safety and Health Management System - Management system or part of a management system used to achieve OHS policy. According to ISO 45001, it is noted that:

Note 1: The intended outcomes of the OHS management system are to prevent employee injuries and ill health and to provide safe and healthy workplaces.

Note 2: The terms "occupational health and safety" (OHS) and "occupational safety and health" (OSH) have the same meaning.

6.5 **Management system:** set of interrelated or integral elements of an organization, to establish policies and objectives, and processes to achieve these objectives. According to ISO 45001, it is noted that:

Note 1 of entry: A management system can address a single discipline or several disciplines.

Note 2 of entry: The elements of the system include the structure, roles and responsibilities, planning, operation, performance evaluation and improvement of the organization.

Grade 3 entry: The scope of a management system may include the entire organization, specific and identified functions of the organization, specific and identified sections of the organization, or one or more functions in a group of organizations.

7 General Provisions

7.1 In order to meet the specificities, as well as the alignment of commitments to the purpose, size, context and specific nature of OHS risks and opportunities of each company, this policy can be unfolded in regulations and other specific normative documents of Eletrobras companies, always aligned with the principles and guidelines established herein.

7.2 This policy must be ratified, in the other Eletrobras companies, within 60 days from its receipt.

7.3 Eletrobras companies must adapt their normative documents and the controls that are necessary in line with the provisions of this policy. The maximum period for adequacy is 90 days from the approval by the Eletrobras Board of Directors (CA).

7.4 Eletrobras companies must ensure that this policy is widely disseminated to their employees, aiming at its application to all stakeholders.