



OCCUPATIONAL  
HEALTH POLICY



## **INTRODUCTION**

The health and safety of everyone who works with FibraShop is a fundamental value and a priority for success.

FibraShop therefore seeks to promote and consolidate a culture of positive safety, with the participation of all service providers and suppliers, and to encourage a culture of safety among its clients, communities, and everyone who might be impacted by FibraShop's regular activities.

FibraShop assumes the responsibility of promoting a safe and healthy working environment, complying with applicable legal requirements, including those who are interested in the occupational health and safety management system, and allocating the necessary human, physical, technological, and financial resources to managing health and safety.

### **I. PURPOSE AND SCOPE**

It is of the utmost importance to protect the health and safety of all our employees. We are fully committed to performing our activities safely and efficiently, and for protecting the well-being of our employees, providers, clients, and anyone else who might interact with us due to our activities.

### **II. POLICY**

#### **A) PRINCIPLES**

Our commitment at **FibraShop** is based on the following principles:

- Identifying dangers and evaluating risks, establishing the respective controls, and ensuring compliance with legislation
- Providing training and information to employees about the risks inherent to activities, making them aware of the importance of complying with safety standards
- Protecting facilities and equipment, using best practices, in combination with supervision and updates to work procedures, with the goal of eliminating or minimizing risks to employees, service providers, and for anyone outside of the organization who might come into contact with our infrastructure
- Promoting strategies that minimize harassment and support healthy working relationships, in order to create a healthy, safe, and suitable environment for our employees
- Leading and promoting informational and training activities to encourage healthy lifestyle and working habits, and to create awareness about the harm caused by excessive consumption of alcohol, drugs, and/or tobacco. Consuming, carrying, or



appearing at work under the influence of these substances is prohibited, as they directly impact employee performance.

This Occupational Health and Safety Policy, and the principles approved, apply to all companies within the Group.

**B) RESPONSIBILITIES**

Everyone who works for FibraShop is responsible for healthy and safe behavior, and for reporting potential risks.

Our committee will have the responsibility of complying with health and safety objectives, demonstrating effective leadership, developing a positive culture of health and safety, clearly defining the roles and responsibilities of health and safety, providing the appropriate resources, and measuring, revising, and improving continuously.

**1. REFERENCE DOCUMENTS:**

<b>DOCUMENTS</b>	<b>CODE</b>
Annual Sustainability Report	IAS

**2. RECORDS:**

<b>RECORDS</b>	<b>RETENTION TIME</b>	<b>RESPONSIBLE FOR RETENTION</b>	<b>RECORD CODE</b>
FSIntranet	Undefined	Systems Management	Does not apply

**3. CHANGES TO THIS VERSION:**

<b>VERSION NUMBER</b>	<b>DATE UPDATED</b>	<b>CHANGE DESCRIPTION</b>
1	January 2022	Does not apply

Authorization date:

<b>PREPARED BY:</b>	<b>REVIEWED BY:</b>	<b>AUTHORIZED BY:</b>
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