

# Health, safety and well-being

GRI 3-3 – People's health and safety | 403-1 | 403-2 | 403-3 | 403-4 | 403-5 | 403-6 | 403-7 | 403-8 | 403-9 | SASB TR-RO-320a.3

Present in essential sectors of the economy, and serving large and medium-sized clients, some employees work within client facilities and in transit on roads and highways throughout the country. Ensuring safe conditions and the health of teams is a priority for the entire **SIMPAR** Group. The Company maintains an Integrated Management System which, among other things, brings together regulations such as the *Occupational Health and Safety Guide*, as well as constantly updated procedures and guidelines. Through the SGI, which covers all of the Group's own

employees, all operations processes are mapped, qualifying preventive and corrective actions. Thus, different activities are considered, from those carried out in administrative areas to operational areas, also considering the work provided in a customized manner and according to the needs of customers.

Tools are maintained to identify dangers and risks\*\* and to support preliminary analyses by monitoring legal requirements in operations and health and safety indicators, and analyzing goals – the objective is to always guarantee zero accidents. In 2023, **SIMPAR** started tracking third-party accident data in its indicators. All data supports the Risk Management Program and the Medical Control and Occupational Health Program, focusing

on continuous improvement. An Occurrence Investigation Management System is maintained, which centralizes information on accidents to investigate risks, causes and prevention measures.

Control measures are also maintained to eliminate and minimize hazards and risks and training, awareness campaigns, field audits (inspections), acquisition of new technologies including telemetry, focusing on safety and assessment of hazards and risks according to internal procedures. Employees are guided and have the right to refuse whenever there is any risk in carrying out an activity. Before starting activities, new employees undergo security induction, where topics related to the activities carried out are covered. They also receive specific guidance for each role. As

## SGI main procedures

Procedure to Apply Breathalyzers | Hazard Identification and Risk Assessment | Incident/Accident Communication and Investigation Process | Legislation Transport of Hazardous Products | Safety for Working at Height | Safety for Work in Confined Spaces | Alcohol Misuse Prevention Program | Behavioral Audit Guideline.

\*There is no audit of the Management System. Considering business specificities, at the end of 2023, CS Portos Aratu was in the SGI implementation phase and had already implemented the HSE Policy and Guide. BRT Sorocaba and CS Grãos have their own management systems. Cíclus, although not having an implemented management system, complies with legal health and safety requirements through specific programs and procedures. CS Brasil has a Management System that encompasses 100% of CLT (Consolidated Labor Laws) employees, and its Corporate HSE area, responsible for said management, was audited for ISO 9.001 recertification in 2023. At VAMOS (considering the employees of VAMOS, HM and Tietê), JSL and Movida, the Management System also includes 100% of its own employees. At CS Infra, 63% of its own employees are covered by a management system (taking into account that some units of the group have a management system, and others do not). Automob is structuring a corporate HSE area. The BBC does not have a health and safety management system. Although the Management System does not systematically cover third-party workers, service providers also receive all the necessary and specific guidance for each business through the SGI.

\*\*The main types of work accidents include factors linked to maintenance services, unsafe conditions, contact with chemicals, use of illegal substances, speed, tiredness and fatigue, posture, fire/explosion, noise, commuting accidents and commuting between work and home. Hazards are mainly associated with traffic accidents and unsafe driving, such as speeding, recklessness and lack of attention.

preventive measures, which include diagnostic and dangerousness reports, inspections, signage, requirements for appropriate use of PPE and promotion of Daily Safety Dialogue (DDS) and audits on work fronts are also carried out.

**SIMPAN** also maintains an active Specialized Service in Health, Safety and Occupational Medicine (SESMT), in addition to the Internal Accident Prevention Committee (Cipa)\*, in which 100% of employees are represented. The subsidiaries\*\* have their management supported by a specific HSE area in the holding, in addition to professionals, at the administrative headquarters and in the branches, such as occupational doctors; specialist doctors (general practitioner, orthopedists, gynecologists, cardiologists); occupational nurses; nursing assistants; nutritionists; and

psychologists. The Group also has specialized partner clinics throughout the national territory to assist its employees.

### Ligado em Você/Connected to you

Since 2011, **SIMPAN** has maintained the social program **Ligado em Você**, providing assistance to employees and their families (spouses and children) in aspects of health, well-being, quality of life and personal and professional satisfaction. To this end, it has psychological care, clinical supervision with a psychiatrist, consultation with a generalist and comprehensive doctor, as well as a multidisciplinary team, made up of professionals from different areas who work together to meet the needs of employees.

In 2023, 8,764 services were provided and actions focused on mental health were promoted, with campaigns and prevention on relevant dates and dissemination of information on Conecta (**SIMPAN**'s corporate social network). At the beginning of the year, a White January campaign was carried out, with a podcast on self-knowledge and emotional balance and content on mindfulness (also covered in an external event for employees), reflection and breathing and relaxation techniques. In February, there was an awareness campaign on the National Day to Combat Drugs and Alcoholism and, during Carnival, another on the same topic. In August, in line with Lilac August, there were awareness raising actions to end violence against women, with the release of a video containing an interview about an abusive relationship. In September, it

### Focus on health

At the end of 2023, **SIMPAN** launched a quality of life program focusing on its leaders. Called Saúde 360, it consists of measuring physical health data and includes a questionnaire to check aspects of emotional health and promote medical monitoring for one year, to contribute to physical and emotional health. Around 800 people participated in the action. Mental health was also the focus of a lecture, with a psychologist in Yellow September – month of suicide prevention actions.

\*For operations that are not required to establish a CIPA, a representative trained in the same way as the Commission's training is appointed.  
 \*\*CS Porto Aratu is still in the process of structuring its workforce. Until the end of 2023, it did not have dedicated and specific functions in the area of workers' health, instead relying on a medical health post for emergency care and transport to the nearest external service, in addition to promoting educational and/or preventive campaigns. CS Grãos maintains a Quality, Health Safety and Environment sector (QSSMA). Ciclus has a Risk Management Program prepared by a consultancy company, which has replaced the PPRA since 2022, with employees' occupational health management carried out by a specialized company. CS Mobilidade keeps an occupational doctor.

About the Integrated Annual Report

Message from the Management

SIMPAN Group

Highlights 2023

Intellectual and Reputational Capital

Human Capital

Social and Relationship Capital

Natural Capital

Financial Capital

Annexes

GRI Content Index

# saúde 360

Sua saúde em primeiro lugar!



Launch of the Saúde 360 program at the 2023 Convention

was time to focus on valuing life (Yellow September campaign), with a lecture on mental and emotional health. In October, actions to prevent breast cancer were promoted, with a lecture, in addition to collecting scarves for the Instituto Quimioterapia & Beleza and an action by Cabelegria, in Mogi das Cruzes, to cut and donate hair (Pink October campaign). In November there was the Blue November campaign with awareness actions about prostate cancer prevention and a lecture.

## Events for the internal audience

Promoting the well-being of employees also includes celebrations, which help to consolidate the team feeling. In 2023, **SIMPAR** held the Festa Junina in Mogi das Cruzes, with games, typical foods and prize draws; the “Veterans” meeting, valuing professionals who have completed cycles of 15, 20, 25 and 30 years of work at the Company; Kids Day, an action aimed at employees’ children, held in Mogi das Cruzes and São Paulo, occasions where children had the opportunity to have fun and get to know their parents’ workplace. There was an end-of-year meeting, in which performance was evaluated and the strategy and commitments for 2024 were presented, celebrating with the teams and thanking them for the work done.

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Natural Capital

Financial Capital

Annexes

GRI Content Index