

Health and Safety Policy at Work

Concept

Prioritize the safety, physical integrity, and occupational health of individuals involved with the company CONEXLED (employees, contractors, and visitors), focusing on prevention, complying with legal and regulatory requirements, and promoting continuous improvement in its management.

Guidelines

- To ensure a safe and healthy work environment, the company provides initial training for employees through integration, covering key topics related to occupational safety, such as hazard and risk mapping, accidents and incidents, PPE (Personal Protective Equipment) and PPC (Collective Protective Equipment), fire prevention, CIPA (Internal Commission for Accident Prevention), and other relevant subjects related to the area and function.
- Understanding that no work can be performed without considering the safety and health of the employee, and no reason, whether urgency, importance, or any other, can be invoked to justify non-compliance with occupational safety and health requirements.
- Considering Occupational Safety and Health as an integral part of Strategic People Management, committing managers as culture and behavior multipliers.

- Considering attitudes towards Occupational Safety and Health as part of the professional development of CONEXLED employees.
- To continuously implement and review accident prevention measures, such as proper signage for hazardous areas, regular maintenance of equipment and machinery, and fostering a safety culture in the workplace according to current regulations.
- Provide the necessary Personal Protective Equipment (PPE) for each employee free of charge, ensuring they are used correctly. Maintain controlled documents for PPE, keep them in good condition, and replace any damaged or worn items.
- Continuously promote information and training as fundamental tools for raising awareness and building the capacity of CONEXLED professionals and other stakeholders in Occupational Safety and Health.
- Maintain open communication through periodic dialogues with employees regarding health and safety issues, encouraging active involvement by listening to their concerns and suggestions to improve working conditions.
- Identify, assess, control, and mitigate risk factors for the safety and health of individuals involved with CONEXLED, including those that may impact the general population, to prevent accidents in all activities of the production processes.

- Constantly engage in our occupational health program, which includes regular medical examinations, monitoring exposure to hazardous substances, and preventive measures against occupational diseases.
- Provide first aid kits in accessible locations, arrange training for employees to equip them with first aid skills, and facilitate referrals to the nearest emergency room. Additionally, utilize company-owned vehicles or ensure rapid communication with medical assistance services and ambulances.
- Permanently engage in reviewing our health and safety policy to ensure it remains updated and aligned with industry best practices. We will continually seek improvements and make necessary adjustments to promote an increasingly safe and healthy work environment, utilizing new occupational health and safety technologies.
- Keep the training of the fire brigade team updated, enabling them to act in emergency situations within the building, safeguarding lives, the environment, and property, while maintaining fire prevention and fighting equipment in perfect working condition.
- Adopt safe practices to prevent accidents and incidents, with the monthly goal of zero occurrences; engage and raise awareness among all permanent and transient populations to prevent any situation that may result in injuries or accidents, following the hierarchy of treatment: anticipation, elimination, reduction/neutralization, and outsourcing in cases where there is no qualified internal labor, and under no circumstances accept or neglect anything that may cause harm to life.

- Ensure the compliance of the electoral process and the Internal Commission for Accident Prevention (CIPA) group with the requirements established in Regulatory Standard 05. The fundamental purpose is to prevent accidents and occupational diseases, constantly seeking to harmonize the work environment with the preservation of life and the promotion of workers' health.

The present health and safety policy demonstrate the company's commitment to preserving and promoting the care and well-being of its employees, while also being in full compliance with current regulations and laws. It is the responsibility of each team member to adhere to this policy and communicate any risks that may cause injury or harm to health. By working together, we will establish a safe and healthy work environment for the benefit of all.

“We are Light, Energy, and Motion”

REVISION - 02

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