

HEALTH AND SAFETY

GRI 403-I

To foster the health and safety of its employees, the Algar group has its **Algar + Saúde** (a **Healthier Algar**) Program that engages in actions dedicated to preventing illnesses and to quality of life, like awareness campaigns, periodic check-ups and medical and dietary monitoring. The program generates indicators as to our employees' state of health, which enables us to plan and implement specific projects.

We also have available a **Specialized Safety Engineering and Occupational Medicine Service (SESMT)**, with a multidisciplinary team (consisting of safety technicians and engineers, doctors, nurses, social assistants, dieticians, speech therapists, psychologists and physiotherapists) as well as **Internal Accident Prevention Commissions (CIPA)** whose mission is to observe and report conditions of risk in the work place, in addition to putting forward mitigation proposals. With its representatives indicated by the Company and members elected by the employees, the CIPAs are present at all operating units with more than 50 employees. In 2017, 97% of the employees were represented by them.

Other important teams for this issue are the **Ergonomics and Healthcare Committee** created to undertake ergonomic analyses of work stations, and the **Fire Brigade**, which complies with NR 23, as well as technical instruction by the fire service of each regional office, and carries out simulated evacuations in accordance with state legislation.

HUMAN RIGHTS AND DECENT WORK GRI 408-I | 409-I

We prevent and repudiate the use of child labor and forced or compulsory labor or that which violates the rights of the indigenous peoples. We do not hire minors, except as apprentices, nor do we have people working in unhealthy locations. Our work agreements with suppliers contain specific clauses for this purpose. We monitor our contractors, demanding specific documentation (such as entries on social security cards, medical examinations and proofs of payment of legal obligations), consulting the Slave Labor List of the Ministry of Labor and Employment and personally visiting the facilities. In 2017, there were no incidents of cases involving the violation of human rights.