

OCCUPATIONAL HEALTH AND SAFETY POLICY (OHS)

INTRODUCTION

FD Security Soluções em Segurança Ltda, specialized in executive transportation, is committed to the Occupational Health and Safety (OHS) of all employees and third parties, preventing risks related to driving, escorting, and customer service.

The policy follows principles of prevention, risk management, continuous improvement, and legal compliance, aligned with **ISO 45001** and applicable legislation.

OBJECTIVE

Define OHS principles for all company activities, aligning them with the Code of Ethical Conduct and pursuing excellence in health and safety.

APPLICATION

Applicable to all individuals acting on behalf of **FD Security**.

PRINCIPLES AND RESPONSIBILITIES

- ▶ Legal Compliance: Comply with applicable laws and standards.
- ▶ Risk Management: Identification, assessment, and control of risks.
- ▶ Training and Awareness: Continuous training on health and safety.
- ▶ Accidents and Incidents: Investigation and documentation to prevent future occurrences.
- ▶ Continuous Improvement: Technical and behavioral enhancement of OHS practices.

COMMITMENTS

- ▶ Ensure a safe, healthy, and socially responsible environment.
- ▶ Preserve the physical and mental integrity of employees.
- ▶ Prevent accidents, stress, fatigue, and occupational diseases.
- ▶ Promote a culture of safety and collective responsibility.
- ▶ Act preventively in risk management and comply with legal requirements.
- ▶ Promote physical and psychological health and well-being.

HAZARD IDENTIFICATION AND RISK MANAGEMENT

- ▶ Continuous identification of hazards related to traffic, urban violence, fatigue, and ergonomic factors.
- ▶ Assessment, classification, and mitigation of risks following the hierarchy of controls.
- ▶ Periodic review of the Risk Matrix.
- ▶ Active participation of employees in risk prevention.

TRAINING AND CAPACITATION

- ▶ Training in defensive driving, emergency protocols, first aid, ergonomics, stress management, and executive customer service.
- ▶ Continuous monitoring and documentation of training activities.

LEGAL COMPLIANCE

- ▶ Compliance with Regulatory Standards (NRs): NR-01, NR-07, NR-09, NR-17, NR-23, among others.
- ▶ Compliance with traffic legislation, automotive safety standards, and executive transportation requirements.
- ▶ Continuous updating regarding legal, normative, and technological changes.

VEHICLES, EQUIPMENT, AND INFRASTRUCTURE

- ▶ Preventive and corrective maintenance of armored vehicles and equipment.
- ▶ Pre-trip inspections, sanitization, and availability of PPE.
- ▶ Reliable tracking and communication systems.
- ▶ Safe and adequate operational infrastructure.

EMERGENCY MANAGEMENT

- ▶ Emergency Response Plans (ERP) covering medical incidents, robberies, kidnappings, and accidents.
- ▶ Efficient communication with the operations center and authorities.
- ▶ Periodic drills and continuous updating of plans.

WORKER PARTICIPATION AND CONSULTATION

- ▶ Secure channels for reporting hazards, incidents, and suggestions.
- ▶ Assessment of organizational climate and psychosocial risks.

- ▶ Inclusion of employees in meetings, committees, and improvement processes.
- ▶ Encouragement of safe behavior and preventive engagement.

FATIGUE PREVENTION AND MENTAL HEALTH

- ▶ Management of work hours and breaks, shift rotation, and ergonomic guidance.
- ▶ Promotion of mental and physical health, psychological support, and awareness campaigns.
- ▶ Continuous monitoring of fatigue and health indicators.

CONTINUOUS IMPROVEMENT

- ▶ Monitoring performance indicators and regular policy reviews.
- ▶ Corrective and preventive actions with engagement from all employees.

OHS PRINCIPLES OF ACTION

Shared responsibility: Leaders and employees must follow procedures and prioritize safety.

Value people: Health and safety reflect human appreciation.

Focus on health and safety: Risk management to prevent accidents and harm.

Continuous improvement: Ongoing evaluation of OHS performance.

Risk management: Structured identification, assessment, and control of risks.

OHS management: Consider OHS throughout the lifecycle of operations and suppliers.

Relationships: Ensure health and safety in all interactions with stakeholders.

Rio de Janeiro, June 1, 2025.