

SAFETY ON ON MISSION

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INTRODUCTION

Occupational Safety and Health (OSH) is a fundamental priority for our organization, committed to ensuring a safe and healthy working environment for all employees. This aims to establish a robust framework to identify, assess and mitigate risks, promoting a culture of prevention and wellbeing.

The plan is structured into five main chapters:

1. Findings: Detailed analysis of the current state of OSH practices in the organization, identifying strengths and areas for improvement. We also include a SWOT analysis of the OSH system.
2. Benchmark Stakeholders: Comparison of the performance of the OSH system in terms of work accidents with other industrial units.
3. Strategic Pillars: Definition of the main axes of strategic action, aligned with the organization goals and legal requirements.
4. Action Plan: Development of a set of specific initiatives and activities, with clearly defined deadlines and responsibilities, to achieve the established goals.
5. Metrics: Establishment of leading and lagging process safety performance indicators.

The implementation of this strategic plan will contribute to the continuous improvement of working conditions, reducing the occurrence of accidents and occupational illnesses, promoting a safer and more productive working environment for everyone.

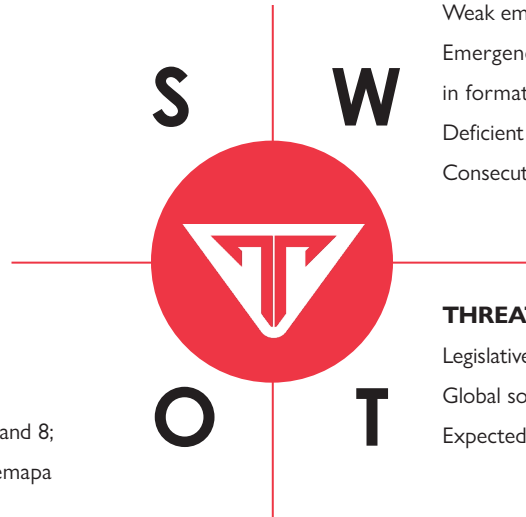
Additionally, Triangle's carried out a SWOT (Strengths, Weaknesses, Opportunities and Threats) analysis of occupational health and safety (Figure 1) for introspection and greater knowledge of the company's advantages and weaknesses. This analysis allows understanding the current state of Triangle's and, consequently, implementation adapted to the needs of the company and employees.

STRENGTHS

Risks identified and assessed for all sectors and activities;
Availability of PPE for all employees;
Compliance with safety rules by employees;
Definition of Strategic Safety Pillars;
Wellness consultations and health studies;
Investment in health and safety training.

OPPORTUNITIES

IMS audits;
Legislative and regulatory changes;
Alignment of the OSH strategy with SDGs 3 and 8;
Adoption of good practice potential from Semapa Group companies.



WEAKNESSES

Poor characterization of ATEX zones;
SPM are not updated due to constant expansions;
High number of NCs in terms of operational control;
Weak emergency response capacity;
Emergency Brigade, First Aid and Evacuation teams still in formation;
Deficient involvement of team leaders in employee safety;
Consecutive changes to the factory floor layout.

THREATS

Legislative and regulatory changes;
Global sociopolitical context (e.g., Wars);
Expected production increase is very high.

Figure 1 – Triangle's SWOT Analysis for Health and Safety at Work

Strengths and weaknesses were analyzed from an internal perspective of the company, while opportunities and threats have an external perspective. However, the following opportunities were found internally: (i) Characterization of the organization in terms of health; and (ii) Ergonomic adaptation of workstations.

1. FINDINGS

From the outcomes collected at the end of 2023, it was possible to draw the following conclusions:

- Given the activity carried out by Triangle's and its risk, the FR in 2023 was very high (33.2);
- Safety without identity, especially on the factory floor;
- Some infrastructures are not in line with best market practices;
- There is no management of subcontractors;
- PPE for each workstation is not properly identified;
- Lack of ownership of PPE by employees and their managers;
- There is no reporting and monitoring of near misses;
- Employees reveal that they are not aware of the safety rules at their workplace;
- Occupational medicine is reduced to mandatory moments;
- Employee participation in the OSH system is very low;
- First Aid teams and Safety Brigades are not formed;
- In 2023, two-thirds of Type B accidents were caused by bruises, contusions or cuts.

2. BENCHMARK STAKEHOLDERS

A functional OSH benchmarking was developed where it is possible to obtain a comparative analysis with organizations in similar segments, in order to understand the frequency rates (FR) and severity rates (SR) of accidents. This makes it possible to develop and/or implement strategies to optimize safety systems. Table 1 compares the FR and SR with other industrial units in the year 2023.

Table 1 – Benchmark Stakeholders 2023

COMPANY	FREQUENCY RATE	SEVERITY RATE
A	5.9	1286
B	12.6	333.2
C	1.4	0.096
D	35.62	0.57
Triangle's	33.2	317.2

In figure 2 we find Triangle's FR and SR values from 2020 to 2023.

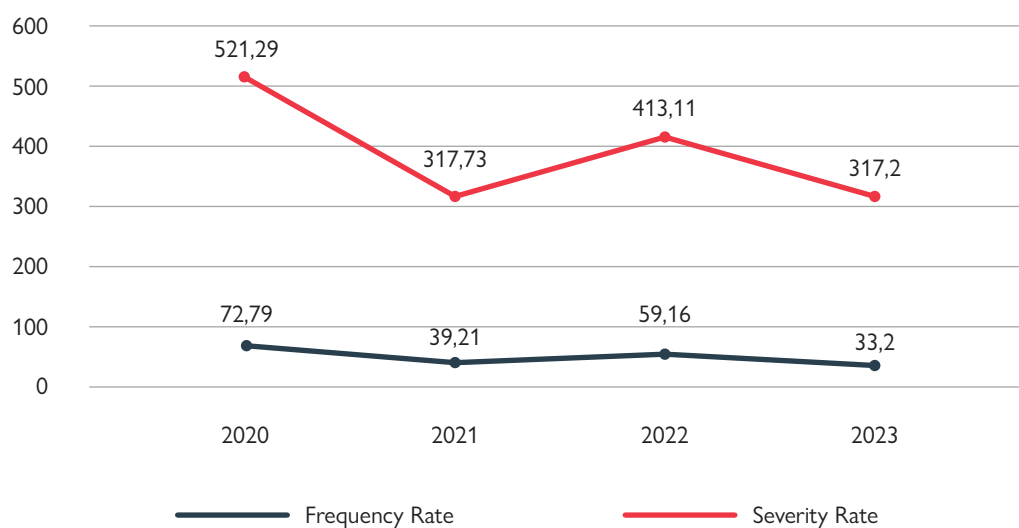
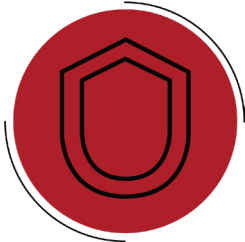


Figure 2 - Triangle's Accident Rate from 2020 to 2023

3. STRATEGIC PILLARS

Based on the opportunities identified in chapter 1. Findings, Triangle's defined the following four strategic pillars for an Occupational Health and Safety Action Plan:



360° SAFETY

360° Safety presents itself as a holistic approach to the safety and health of employees, considering the before, during and after. Thus, the three temporal moments include:

BEFORE:

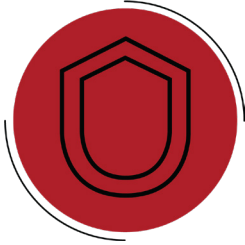
- **Education and Training**: Implementation of continuous safety training programs for all levels of employees, focusing on cardinal safety rules and specific rules for each job position;
- **Safety and Health Plan**: Preparation, implementation and dissemination of the safety and health plan to all stakeholders;
- **Availability and Management of Resources**: Obtaining and integrating resources (physical, human) for prevention and safety actions through data collected with the SWOT analysis, Benchmark and Health and Safety Plan. Identification and adequate allocation of Personal Protective Equipment (PPE) for each workstation, ensuring that all employees know where to find them and how to use them;
- **Awareness and Communication**: Development of communication campaigns to increase awareness about the importance of safety and the correct use of PPE.



DURING:

- **Active Supervision**: Designation of safety supervisors in critical areas to continuously monitor compliance with safety rules and the correct use of PPE. Conducting regular workplace inspections to identify and correct risks in real time;
- **Safety Checklists**: Use of a daily safety guide to ensure that all safety steps are followed before, during and after carrying out tasks;
- **Visual Communication**: Use of safety signs and posters visible in all workplaces to reinforce safety practices.

3. STRATEGIC PILLARS



360° SAFETY

AFTER:

- **Near Miss Reporting and Tracking:** Creation of an effective system for reporting and tracking near misses, encouraging employees to report any incidents or unsafe conditions without fear of retaliation;
- **Root Cause Analysis:** Carrying out detailed analyzes of the root causes of accidents and near misses to implement corrective and preventive actions;
- **Performance Indicators:** Development of OSH performance indicators (i.e., lagging and leading), such as the accident frequency rate, to continuously monitor and evaluate the effectiveness of implemented actions.



3. STRATEGIC PILLARS



COMMITMENT

Safety Identity: Creation of a robust safety identity, where all employees feel an integral part and responsible for safety in the workplace. Definition of the Value “Safety of all for all” as the number 1 value for the organization;



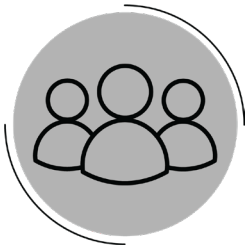
First Aid Teams and Safety Brigades: Training these teams and carrying out drills, ensuring that they are prepared to respond to possible emergencies;



Feedback and Suggestions: Creation of channels for employees to provide feedback and suggestions related to OSH.



3. STRATEGIC PILLARS



LEADERSHIP

Visible and Active Leadership: Presence and proximity of leaders to different workstations to identify risks and opportunities for improvement. Participation in training and drills, demonstrating their commitment to safety and serving as an example for the entire team;

Open and Transparent Communication: Promotion of continuous and open communication between leaders and employees at different hierarchical levels on health and safety issues. Sharing information about decisions related to the topic in a transparent way, explaining the reasons behind the policies and implemented changes;

Empowerment and Training: Assignment of health and safety responsibilities, and incentives for autonomy in identifying and solving problems. Investment in ongoing training for leaders, ensuring they remain up to date on best practices, as well as empowered to train and guide their teams effectively.

3. STRATEGIC PILLARS



INVESTMENT IN LIFE

Infrastructure Assessment and Improvement: Carrying out internal and external audits at facilities to ensure that we are in line with the best market practices and implement the necessary improvements;

Wellbeing at Work Program: Implementation of wellbeing programs that include physical, mental and general health activities for employees;

Mental Health Support: Offering resources and support for mental health, such as access to counseling services and emotional wellbeing programs by a psychologist;

Life Consultations: Carrying out preventive health checks.

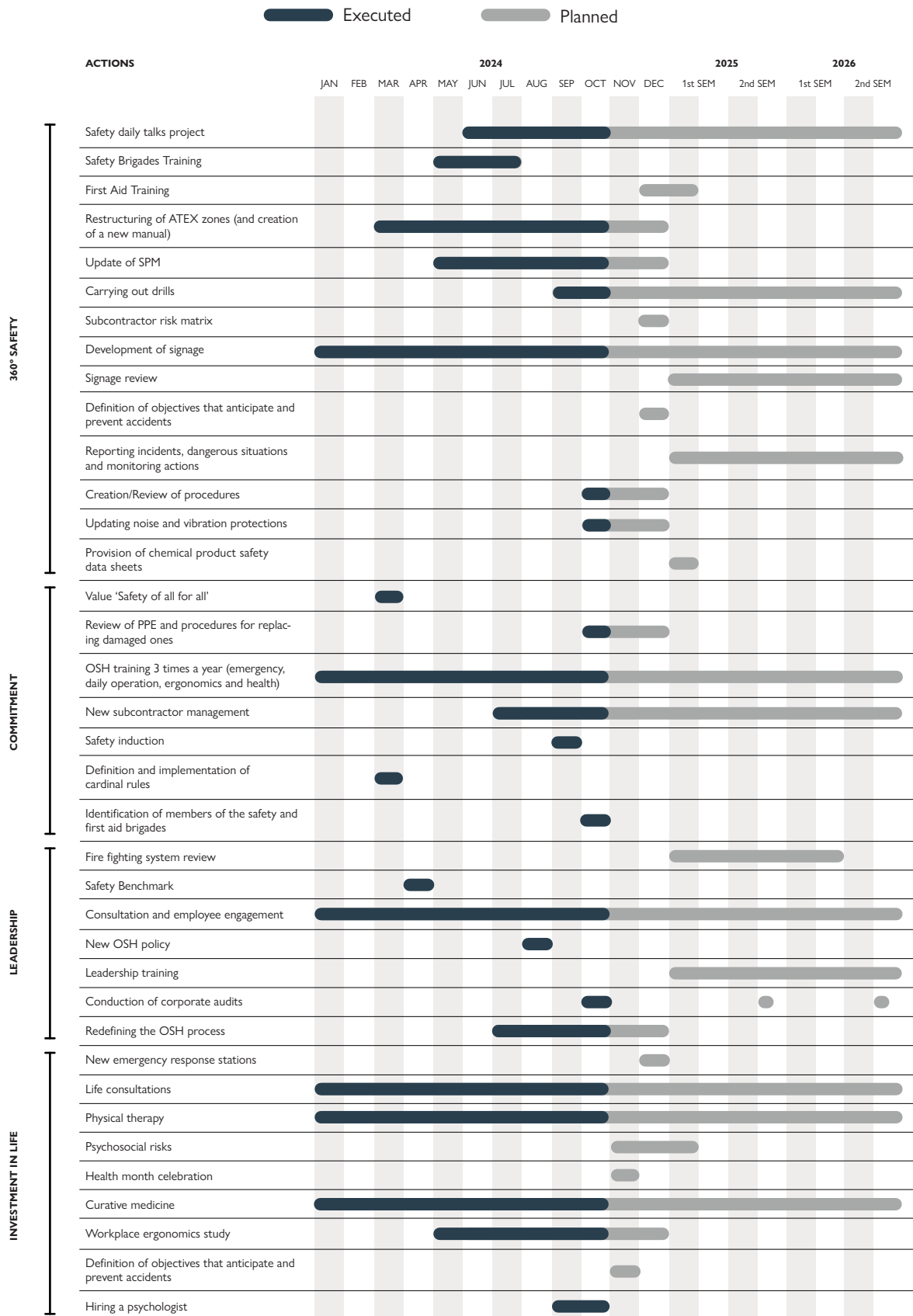
4. ACTION PLAN

Within the scope of the action plan, Triangle's – Cycling Equipments established 5 cardinal rules of mandatory compliance:

1. Use the essential **PERSONAL PROTECTIVE EQUIPMENT** for the performance of your task and/or role. Properly equipping yourself is fundamental for your safety and the safety of everyone.
2. **SMOKING IS PROHIBITED** outside of designated areas. A single distraction is enough to jeopardize the lives and employment of many.
3. **SEAT BELTS** are mandatory when operating machinery and driving motor vehicles, both inside and outside factory premises.
4. Access is prohibited in areas where **SUSPENDED LOADS** are being moved. Pay attention to the signs and seek an alternative passage safely.
5. It is prohibited to work at height without proper equipment. Above 2.5 meters, imbalances can be fatal. **ALWAYS USE A HARNESS.**

To operationalize the defined strategic pillars, we established the OSH plan (Figure 3), identifying the different implementation phases.

OCCUPATIONAL HEALTH AND SAFETY PLAN



5. METRICS

This action plan will be followed based on the lagging and leading performance indicators, as demonstrated in Table 2.

Table 2 - Triangle's KPI's for Health and Safety at Work

INDICATOR	FREQUENCY RATES (WITH SICK LEAVE)	SEVERITY RATES (WITH SICK LEAVE)	NO. OF ACCIDENTS WITH OR WITHOUT SICK LEAVE	RATE OF COMPLETION OF LIFE CONSULTATIONS
2023	33	317,2	N.A.	N.A.
2024 GOAL	≥ 10h	0	0	100%
FREQUÊNCIA	Mensal	Mensal	Mensal	Mensal
JANUARY	0	0	0	12,18%
FEBRUARY	0	0	0	17,41%
MARCH	112,08	812,55	4	10,40%
APRIL	0	1900,24	0	7,51%
MAY	0	1768,04	0	7,46%
JUNE	0	868,99	0	4,43%
JULY	18,87	1113,09	1	13,86%
AUGUST	0	902,68	0	10,82%
SEPTEMBER	0	582,93	0	4,93%
OCTOBER	0	488,84	0	3,44%
NOVEMBER				
DECEMBER				
AVERAGE	13,10	843,74	5	92%

The goals of the OSH system until the end of 2024 are also:

- Completion of the statistical study of employee health;
- Carrying out 2 partial drills, involving at least one fire situation, first aid and/or spills or waste.

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