



## Occupational Health and Safety

Banco do Brasil adopts the World Health Organization (WHO) concept of health as being “a state of complete physical, mental and social well-being and not merely the absence of disease or infirmity”. The Human Resources Board centralizes the management and planning of strategic actions for Occupational Health, Safety at Work, and Quality of Life at Work. These are largely put into practice by the network of Specialized Safety Engineering and Occupational Medicine Services (Sesmts), located in the Regional Human Resources Management areas in all Brazilian states and the Federal District. The Sesmts carry out a range of activities that aim to make healthy, safe, and comfortable workplaces a reality.

**Safety at Work**, we highlight:

- Ergonomic Analysis of Workplaces
- Ergonomic Report (for Persons with Disabilities)
- Safety Inspection
- Environmental Risk Prevention Program (PPRA)
- Risk Map
- Internal Commission for Accident Prevention (CIPA) training and Accident Prevention Officers (RPA)

### **Environmental Risk Prevention Program (PPRA)**

The Environmental Risk Prevention Program was developed following the Ministry of Labor’s Regulatory Norm nº. 9 and foresees annual assessments of all our facilities by Occupational Health and Safety (OHS) professionals, with a focus on the prevention of chemical, physical and biological risks.

During the visits the OHS professionals thoroughly inspect the work environment through visual inspection, documentation analysis, and quantitative assessment, relating to the roles and activities of employees. From this inspection, it is possible to identify the possible exposure of employees to risks.

Environmental variables in the workplace are measured, including noise, lighting, temperature, and air quality, and humidity.

**Noise** is quantified using the digital decibel meter or dosimeter. The number found is compared to the reference limit of 65 dbA, the comfort level, according to the Ministry of Labor Regulatory Norm No. 17 and NBR-10.152.

**Lighting** is assessed using the lux meter and the results are compared with a reference value of 500 lux, following the Ministry of Labor Regulatory Norm No. 17 and NBR ISO/CIE 8995-1.

**Humidity** is assessed using the psychrometer. The results are compared with the reference level of 40% humidity to verify the conditions of comfort,



preservation of workers' physical integrity, according to the Ministry of Labor Regulatory Norm n°. 17.

The room **temperature** is assessed by a digital thermometer, and the numbers must be between 20 °C and 23 °C according to the Ministry of Labour Regulatory Norm No 17.

In the last two years, the Environmental Risk Prevention Program made 9,896 reports (5,678 - 2018 and 4,218 - 2019). In addition to the environmental risk analysis, the reports also define, when necessary, action plans to correct eventual non-compliance.

**Occupational Health**, we emphasize:

- Causes of illness follow-up
- Sick leave employees follow-up
- Sick leave employees reinsertion (over 180 days)
- Health campaigns and programs (e.g. obesity and cancer)

### **Occupational Health Medical Control Program**

BB's Occupational Health Medical Control Program (PCMSO) is our main health management tool, since it allows us to identify potential risk situations involving illness, whether occupational or not. The PCMSO is updated annually by the Occupational Health Management, which considers the epidemiological profile identified in the employees' periodic health exam results, and studies of absences cause due to sick leave.

Besides, BB operates the Medical Checkup Program for First Managers, which includes an expanded protocol of health exams and assessments and we also provide special attention for Persons with Disabilities, with multidisciplinary analysis before starting working, a general and specialized clinical evaluation, depending on the type of disability, ergonomic analysis, and adaptation of the working area.

The Bank also promotes actions to minimize cases of health-related absences through programs for stress screening, staging, upper limbs repetitive injuries, chronic noncommunicable diseases (DCNT) investigation, alcoholism identification, and flu vaccination campaigns, among others.

Additionally, BB has the Quality of Life at Work Program (QVT), which promotes complementary actions to occupational health and safety at work. The Program benefits employees, interns, and apprentices. The training includes lectures, postural and ergonomic workshops, healthy food contest, renowned professionals guiding videos, workout tips, healthy food, and mental health, as well as QVT spaces. The Program has its budget that makes all these actions feasible, whether promoted by the management area or by the branches, which receive the QVT funding and, within the scope allowed, decide on the practices they consider most appropriate for their stakeholders.



Among the actions promoted by the QVT Program management area, partnerships with other areas of BB stand out, which enhance efforts towards a healthier and more engaged team of employees. In this context, the Program promoted:

- Mindfulness course;
- Emotional Health Workshops;
- Stress management pilot project,
- Serving and valuing people with disabilities (PcD);
- Visits to schools, institutions, and entities where BB has voluntary actions or it has agreements related to Apprentice, Young Apprentice, or Student Internship programs about the National Day for Safety and Health in schools, aiming to promote the theme through lectures and recreational activities.

In addition to occupational health, employees have a wide network of professionals accredited by Cassi - health care for Banco do Brasil employees, with national coverage, which facilitates access to highly complex therapies in advanced centers even for those employees in municipalities with insufficient therapeutic resources. Multidisciplinary follow-up is available in the care units at Cassi - CliniCassi clinics, by registration in the "Family Health Strategy" (ESF) Program, which adopts as a premise the best comprehensive care practices related to health promotion and disease prevention.

Based on the results of the Periodic Health Examination (EPS), which must be carried out by all employees annually, Cassi's health team direct employees to programs and/or actions, such as Participant Care Management Program with Chronic Conditions (GCC), Chronic Care Program (PAC), Monitoring illness due to stress, and Program On Obesity.

BB also offers an Assistance Program for Victims of Robbery and Kidnapping. Unprecedented in the financial system, the Program represents important support for employees, also collaborating to reestablish the routine of the person and branches involved through medical, psychological, legal, and security assistance to the population victimized in robberies and kidnappings that target the Bank's assets.

#### **Communication and Self-Development Team (Ecoa)**

Every BB Units have a communication and self-development team that can act in social and environmental responsibility actions, eco-efficiency, organizational atmosphere, employees' quality of life, among others.