

# Occupational Health and Safety Group Policy

## INTRODUCTION

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NetZero is a global company specializing in the long-term removal of carbon dioxide from the atmosphere. We transform agricultural waste into biochar, a very stable form of carbon used as a soil amendment. NetZero's mission is to **bring biochar at scale in the tropics**, with the greater purpose of **helping society build a more sustainable world**.

This policy establishes NetZero's occupational health and safety guidelines and objectives and provides a framework for the process of managing and evaluating these aspects, both with a view to **promoting the health and safety** of NetZero's employees and communities potentially affected by its operations, in all countries where we do business in.

Consistent with this policy, **all applicable occupational health and safety laws and regulations must be fully complied with** wherever NetZero operates.

## STATEMENTS AND GUIDELINES

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NetZero considers that the **health and safety of its employees and communities potentially affected by its business are a priority**, and that commercial, production or service demands or requirements never prevail over the Group's commitment to promoting these values.

In addition, NetZero's occupational health and safety guidelines are:

- The **identification of hazards** associated with its employees, subcontractors and affected communities, especially those that may threaten people's lives, in all its business processes, and the **assessment of the associated risks**, with a view to implementing effective risk control standards, in normal, abnormal and emergency situations.
- The definition of **health and safety management programs** with the aim of providing workers and the community with a safe and healthy work environment, which considers the assessed risks, and taking measures to prevent accidents, injuries and illnesses resulting from work, associated with it or occurring during its course, including modification, replacement or elimination of dangerous conditions or substances.
- The **monitoring and analysis of people's health and safety results**, to materialize the benefits or losses caused by their activities, and direct actions for continuity or route correction.
- The **establishment, maintenance and strengthening of an organizational structure** with defined roles, responsibilities and authority to implement and manage the health and safety guidelines of this policy, in addition to providing **appropriate training to workers and affected communities** to practice occupational health and safety at work, through means of knowledge, skills and attitude.
- The **constant engagement with subcontracted companies and their employees**, through commercially reasonable efforts, seeking to ensure that the guidelines of this policy are incorporated into the commercial agreements entered with these third-party companies.

## IMPLEMENTATION AND TRAINING

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This policy, its statements and guidelines must be implemented through specific rules and training in all countries where NetZero operates, with all employees and direct subcontractors, when applicable, and shall be monitored periodically to attest these principles and objectives are met.