



2019

SUSTAINABILITY
REPORT

**SUSTAINABLE GROWTH:
CONNECTING PEOPLE,
CULTURE AND BUSINESS**

Algar 
Telecom



Health and Safety

Algar Telecom keeps the Liga da Segurança (“Safety League”) project, aimed at instilling a risk management culture for personal and business safety at every level of seniority (both for employees and for suppliers); changing mindsets and introducing new habits; and contributing to value creation for the business by means of good safety practices. The change management model covers topics such as occupational safety, information and infrastructure security, and across-the-board issues of sustainability. The initiative affects rules, policies, procedures, the definition and communication of responsibilities, the safety management support structure and monitoring and control activities.

In parallel, to promote the health and safety of employees, the Algar group has its Algar + Health Program, which acts to prevent disease and improve quality of life, for example with awareness campaigns, regular check-ups and medical and nutritional supervision, among other practices. The Program produces statistics on the condition of employees’ health, which enables specific projects to be planned and implemented.

We also provide a Specialist Occupational Health and Safety Engineering Service (SESMT), which has a multidisciplinary team (consisting of safety technicians and engineers, doctors, nurses, social workers, nutritionists, speech and hearing specialists, psychologists and physiotherapists) and Internal Accident-Prevention Committees (CIPAs), whose mission is to observe and report situations of risk in the workplace and to propose ways of minimizing them. Members of the CIPAs are nominated by the company and elected by the employees, and there is one in every operating unit with more than 50 employees. In 2019, 90% of the employees were represented by CIPAs.

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.