

ENVIRONMENT AND OCCUPATIONAL HEALTH AND SAFETY POLICY

1 PURPOSE

To establish the strategic guidelines and guide the decisions related to the Environment and Health and Safety Policy in order to promote a healthier and safer work environment so as to prevent and control the environment, health and safety aspects and risks and thereby promote and maintain the highest level of physical, mental and social well-being of employees and their commitment to Oi's sustainable development.

2 DEFINITIONS

- **EHS:** Environment, Health and Safety.

3 CONTENT

Oi is committed to integrating environment, health and safety aspects into its organizational excellence, with senior management and other officers playing a major role in the responsible management of the risk of occupational accidents and diseases, as well as the environmental aspects resulting from its activities

Seek compliance with legal environmental protection and occupational health and safety requirements.

Provide instruction on the rational use of natural resources, raw materials and inputs, promoting the sustainable use of available resources.

3.1 RESPONSIBILITIES

3.1.1 IT IS INCUMBENT ON SENIOR MANAGEMENT:

- To attribute to each manager responsibility for environmental and occupational health and safety issues so that they become a reference for their teams in regard to complying with the prevailing rules and legislation; this responsibility cannot be delegated;
- To ensure that environmental and occupational health and safety issues are integrated into evaluations and decisions about investments, acquisitions and purchases of goods and services;
- When contracting services, to ensure that the service provider is in compliance with environmental, health and safety requirements.
- To ensure that Oi's performance in environmental and occupational health and safety issues is periodically assessed by the People Executive Area.

ENVIRONMENT AND OCCUPATIONAL HEALTH AND SAFETY POLICY

3.1.2 IT IS INCUMBENT ON MANAGERS:

3.1.2.1 To ensure that all technically and economically viable means are in place so that activities can be performed without causing occupational diseases or accidents to its employees or service providers, or damage to the environment;

3.1.2.2 To provide the resources to train and raise the employees' awareness of safe work procedures;

3.1.2.3 To make each employee of Oi and outsourced companies responsible for their own health, safety and environmental aspects in their workplace.

3.1.3 IT IS INCUMBENT UPON EHS:

3.1.3.1 To support senior management regarding the importance of the environment and occupational health and safety at Oi;

3.1.3.2 To develop, implement and enforce prevention programs and techniques that may guarantee a healthy and safe workplace, in addition to minimizing the causes of occupational diseases and accidents and environmental damage;

3.1.3.3 To provide employees with the necessary training for the development of hazardous activities at Oi;

3.1.3.4 To eliminate environmentally damaging practices at Oi.

3.1.4 IT IS INCUMBENT UPON EMPLOYEES:

3.1.4.1 To meet the legal and regulatory environmental, health and safety provisions;

3.1.4.2 To use the protection equipment provided by Oi;

3.1.4.3 To submit to the scheduled medical examinations, in accordance with performed activities;

3.1.4.4 To participate in the training sessions promoted by Oi's EHS Department.

3.2 ONGOING IMPROVEMENT

- The ongoing improvement of environment and occupational health and safety performance must be promoted across the board at Oi;

- The effectiveness of the management system must be assessed periodically, with a view to improving it;

- The statistical surveys of accidents, environment damage and occupational diseases should serve as a basis for the implementation of specific remedial measures.

3.3 GENERAL PROVISIONS

- This Policy's goals can only be met through the full dedication and commitment of all Oi's employees.

- Non-compliance with this Policy will be considered as a serious violation and treated as such.