



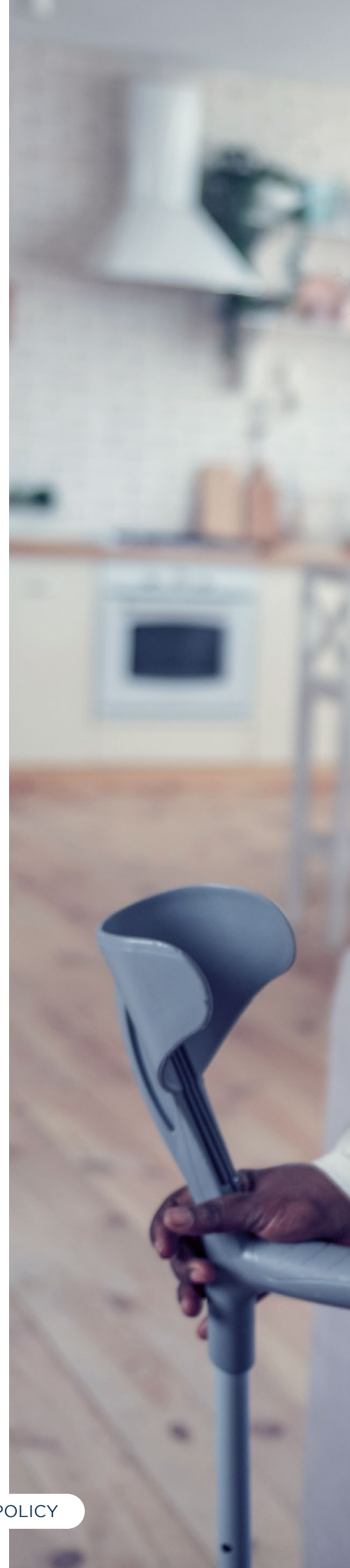
CORPORATE SOCIAL RESPONSIBILITY POLICY



REDE *D'*OR

Summary

Guidelines	5
Private Social Investment Guidelines	5
Responsibilities Matrix	7





Corporate Social Responsibility Policy

The purpose of this policy is to establish Corporate Social Responsibility guidelines at Rede D'Or, continually promoting the generation of value for stakeholders in the regions where Rede D'Or operates.

This Policy is based on guiding documents that include, but are not limited to, the following:

- (a) United Nations Global Compact - UN;
- (b) Sustainable Development Goals - SDG;
- (c) International Standard of the International Organization for Standardization - ISO 26,000;
- (d) Global Reporting Initiative Guidelines - GRI.

REDE *D'OR*

Scope

The guidelines contained in this Policy apply to hospital units, corporate areas and other business units of Rede D'Or and must be observed by direct or indirect employees.

Guidelines

- Incorporate and disseminate the concepts of Corporate Social Responsibility internally as part of Rede D'Or's culture;
- Qualify employees and make doctors, patients, clients, partners and suppliers aware of Corporate Social Responsibility issues;
- To build a reputation for excellence in corporate citizenship, recognizing the impact of Rede D'Or in the regions where it operates and its power to contribute to sustainable development;
- Promote Private Social Investment actions in the regions where Rede D'Or operates, contributing to the construction of a more balanced and fair society;
- Ensure permanent dialog with communities, respecting their values and interests;
- Contribute to the participatory construction of public policies and/or collective agendas for sustainable development;
- Promote health promotion and disease prevention actions in the regions where Rede D'Or operates;
- Support and/or develop health access projects for people on low incomes;
- Allocate part of the results generated to support social, educational and/or cultural initiatives, as part of the Private Social

Investment program, which complies with the provisions of this Policy..

Private Social Investment Guidelines

- Geographical Location: Rede D'Or promotes private social investment actions in the regions where its business units are located, contributing to and stimulating the collective agenda of sustainable development in the regions where it operates.
- Select, for social investment purposes, actions, projects and programs that con-



tribute to improving social, economic and environmental conditions in the regions where Rede D'Or operates.

- Carry out structuring and convergent social investment actions with the Rede D'Or's priority Sustainable Development Goals (SDGs) (Agenda 2030) and with public policies in six areas, prioritized according to Rede D'Or's potential contribution:
 - **Health promotion and disease prevention:** Promotion and support of promotion and prevention actions in the regions where Rede D'Or operates;
 - **Access to Health:** Supporting any health-related projects aimed at minorities and low-income populations
 - **Social Inclusion:** Supporting projects that, among other things, can generate work and income and give individuals and their families the autonomy they need.
- **Environmental Education:** Support for the environment, through the implementation of training programs aimed at children, young people and educators;
- **Cultural Promotion:** Appreciation and promotion of the development of culture and the arts in the areas of music, theater, literature and cinema;
- **Sports:** Contribute to the development and practice of sports among children and young people in the region where Rede D'Or operates.
- The priority Sustainable Development Goals (SDGs) for Rede D'Or are defined according to the ESG Strategic Planning ("PEESGDOR");
- The process of selecting Social Investment initiatives considers specific requirements determined by Rede D'Or.



Responsibilities Matrix

The roles and responsibilities are defined in NORDOR 104 – Roles and Responsibilities in ESG Management, and are as follows:

- Board of Directors: Approve this Policy
- Executive Board: Contribute to the implementation of this policy
- Internal Sustainability and Climate Change Committee: Guide, monitor and evaluate the implementation of this policy.
- Communications Management: Act as the manager of the implementation and dissemination, monitoring and evaluation of this policy in Rede D'Or

REDE *D'*OR

