

CORPORATE POLICY

Environmental, Occupational Health and Safety Policy

SUMMARY

Environmental, Occupational Health and Safety Policy approved on July 2021

OBJECTIVE

Embraer seeks, through continuous improvement of its processes, to firmly establish itself as a sustainable company. This policy aims to guide actions related to the environment, occupational health and safety at Embraer in order to guarantee that its activities are performed in compliance with the principles and guidelines outlined below:

APPLICATION

This Policy is approved for implementation and disclosure at all sites, Subsidiaries and Representative Offices of Embraer, in Brazil and abroad, and must be complied with at all levels and processes of the Company, according to the legislation, official technical standards and local environmental, health and safety internal standards.

DEFINITIONS

Embraer: means Embraer S.A. and its Representative Offices and Subsidiaries.

Subsidiaries: means a unit, in Brazil or abroad, without its own legal personality and with a National Registry of Legal Entities number (CNPJ) with the same root as Embraer.

Controlled companies: are all companies, in Brazil or abroad, in which Embraer directly or indirectly holds rights as a partner or shareholder that ensure preponderance in corporate resolutions and the power to elect most of administrators.

Representative Offices: means a unit abroad, without its own legal personality and which, therefore, has its decisions linked to Embraer

Vice-President: refers to vice-presidents, including non-statutory ones.

PRINCIPLES

- Acknowledgment that the environment, occupational health and safety constitute priorities of the Company, as they are reflected in its activities, products and services

- Compliance with environmental, occupational health and safety legal requirements and other requirements, as well as fire and emergency prevention, applicable to the company's business.
- The search for continuous improvement of our systems and performance in environment, health and safety as part of the operational strategy, constituting a reference for the establishment and revision of objectives and goals.
- Continuous training of people to create an understanding of their responsibilities for preserving the environment and occupational health and safety
- We encourage the participation and consultation of our workforce and the awareness of the risks and opportunities regarding aspects of environment, safety and health by maintaining transparent communication channels with all stakeholders.
- Protection of the environment, including preventing and combating pollution, respect for biodiversity, concern for climate changes
- The life cycle management of our products and services seeking improvement opportunities in all phases and process.
- Commitment to keep a safe and healthy workplace environment, with the guarantee that workstations comply with health, occupational safety and ergonomic requirements.

LEADERSHIP RESPONSIBILITY

- Establish annual environment, health and safety objectives and goals for the business, engage in their implementation and regularly assess the effectiveness of environmental, health and safety programs to ensure the results.
- Promote and intensify the development of technologies, to create products, processes and equipment with less impact on the environment and people through the adoption of "Design for Environment" and "Prevention through Design", among others.
- Ensuring the adoption of alternative sustainable fuels, which have lower greenhouse gas emissions in the development of products, processes and equipment.
- Periodically evaluate the operations and management of all units and subsidiaries, establishing measures to ensure compliance with this policy, applicable laws and regulations, and other subscribed requirements.
- Periodically review the environmental, health and safety impacts on business activities and projects. Only authorize new or modified activities or projects if environmental and occupational risks and impacts have been evaluated and can be adequately controlled.
- Implement programs, carry out training and good practices related to the environment, health and safety, ensuring that employees are qualified to carry out their activities safely and without polluting the environment.
- Developing employees through knowledge of the risks to their health and providing access to programs and resources for a healthy lifestyle.

- Immediately report any significant event with an adverse impact on the environment, health and safety and ensure that the Corporate areas of Environment, Health and Safety, Risks and Assets and Communication external, be informed.
- Work with customers, suppliers, partners and third parties to ensure that our relationship with them comply with this policy.
- Hire suppliers and service providers that respect the environment, health and safety in their practices and processes, including the evaluation and continuous monitoring of its activities.
- Carry out an audit ("due diligence") and analyze with the Corporate Environment area any purchase proposal or sale of property (including leases and other ownership interests) before completing the transaction.
- Communicate responsibly with employees, customers, partners and third parties about environmental issues, health and safety at Work.

EMPLOYEES' RESPONSIBILITIES

- Know and comply with this policy, applicable environmental, health and safety laws and regulations, and other requirements subscribed as well as procedures and standards to protect your own health and safety as well as that of others employees, the community and the environment
- Know and support the company's environmental, health and safety objectives and goals
- Immediately report any concerns and/or evidence about potential violations of this policy to your manager

RESPONSIBLE FOR THIS POLICY

The Vice-Presidency for People and Sustainability is the owner of this policy and is also responsible for preparing, disseminating and monitor the document, through the Environment and Health and Safety area.

MANAGEMENT AND LEARNING

This policy is approved for implementation and disclosure throughout all units, subsidiaries and controlled companies of Embraer, in Brazil and abroad, and must be followed at all levels and processes of the Company, taking local legislation on the environment, health and safety into consideration.

This policy shall be critically reviewed at least once per year, during the Critical Review of the Management System, or at any time upon internal or external request that Embraer deems relevant