

**ACTIONS TO REDUCE  
AND PREVENT HEALTH ISSUES  
OR RISKS OF EMPLOYEES**



## ACTIONS TO REDUCE AND PREVENT HEALTH ISSUES OR RISKS OF EMPLOYEES:

- Annual flu vaccination campaign: carried out in April/May for all Cemig employees;
- Occupational medical exams and additional exams:
  - Medical exams:
    - Periodic Exam: carried out annually or biennially, depending on the occupational risks to which employees are exposed;
    - Occupational Risk Change Exam: carried out before the employee changes roles that have an occupational risk different from the current one;
    - Return to Work Exam: carried out before the employee returns to work after being away due to illness of 30 days or more;
    - Admission Exam: carried out before the candidate is admitted to Cemig;
    - Dismissal Exam: carried out before the employee is dismissed from Cemig.
  - Additional exams:
    - Employees who work at heights: blood count, fasting blood glucose, electrocardiogram and psychosocial assessment;
    - Employees who work with electricity: blood count, fasting blood glucose, electrocardiogram;
    - Employees who work in confined spaces: blood count, fasting blood glucose, electrocardiogram and psychosocial assessment;
    - Employees who carry out work with exposure to noise: audiometry.
- Medical assessments at the request of areas: managers and supervisors can request medical and psychological assessments of their employees at any time (Health Assessment Requests - PAS).
- +Saúde [+Health]: quality of life program in pilot project phase. The target audience currently includes operational employees who have some restrictions on working at heights and/or working with electricity. It involves multidisciplinary work with a physical education professional, nutritionist and physician.



- Medical evaluation after absences for health reasons of less than 15 days: employees who were absent for periods of less than 15 days due to mental illness, cardiovascular disease, musculoskeletal disease, external trauma are subjected to medical evaluation via telemedicine to check whether they are able to return to their usual work, if they need help with the treatment of their pathology and to provide general guidance;

- Health Promotion Actions:

- Cemig Run: the event is an initiative of the Occupational Health of Cemig and aims to encourage the practice of physical activity among employees and their families



- Health Dialogues: held monthly via Teams. Issues of general health relevance are addressed. In 2023, for example, the following Dialogues were held:

- Blue November;
- Pink October;
- Cerebrovascular Accident;
- Health and Well-being;
- Rocky Mountain spotted fever;
- Diabetes;
- Systemic Arterial Hypertension.



- Additional exams of health promotion exams:

- Men and women aged 35 or over undergo periodic health check-up: fasting blood glucose, total cholesterol, HDL cholesterol, triglycerides and heart tests (resting electrocardiogram). From the age of 40, employees also undergo a fecal occult blood test (bowel cancer screening);

- Women between 35 and 40 years old also undergo a mammogram to screen for breast cancer and a consultation with a mastologist. From the age of 40, these assessments are carried out together with your periodic exam;
  - Men aged 45 or over undergo a periodic health check-up with a urologist and a prostate blood test (PSA).
- Monitoring absence indicators for the employee population through Business Intelligence of absenteeism to check the health reasons that are most involved in absenteeism and define specific actions;
- Hearing Conservation Program for the population exposed to noise at Cemig. It involves the following actions: actions to reduce the noise level in activities, actions to indicate adequate hearing personal protective equipment (PPE), employee training to ensure the exchange, conservation and correct use of PPE, monitoring of these employees through annual audiometry;
- Psychology Assessments:
  - Periodically, Live Line Electricians are subjected to psychological assessment;
  - In changes in the role of employees who will work at heights, electricity and in the Distribution Operation Centers (COD) and System (COS);
  - Upon request of managers and supervisors through Health Assessment Requests (PAS);
  - Monitoring employees who need mental health monitoring.
- Assistance on spontaneous demand from employees who seek the health service for specific assessments.
- Energia Mental: [Mental Energy] Mental Health Program with the purpose of preventing, identifying and treating mental illness among the employees of Cemig through the work of a multidisciplinary team composed of a nurse, psychologist and doctor. The program also encompasses conversation circles on the subject to clarify mental disorders and act against stigma and prejudice.



# **ENERGIA MENTAL PROGRAM**



## **ENERGIA MENTAL PROGRAM:**

Energia Mental (Mental Energy) is a comprehensive mental health care program for the employees of Cemig. It is known that mental disorders are a major health problem in the world, however, it is still a subject that brings stigma and prejudice. Therefore, many people do not seek help when they begin to feel the signs and symptoms of a mental illness.

With this in mind, Cemig provides an easy, individual, direct and confidential access program for employees, who, through WhatsApp on their cell phones, get a quick response when accessing it.

At first, a nurse will assess the employee, applying internationally validated questionnaires that allow for individual risk stratification. Depending on whether the risk is low, medium or severe, periodic psychological and medical evaluations will occur until clinical improvement.

To clarify and break down the stigmatization barriers that mental illness brings with it, the program also includes conversation circles with everyone. The purpose of these moments is to talk about this issue, clarify the signs and symptoms of mental illnesses, provide guidance on ways to seek help and promote an environment of psychological safety.

The conversation circles will be aimed at all employees and specific groups. Electricians and other field employees will be approached in a specific and different way from administrative employees, for example. Likewise, the leadership of the company will be invited to participate in specific conversation circles. We understand that the example and empathy of leaders is the first essential step for Energia Mental to achieve its purpose.