

SUPPLIER SUSTAINABILITY POLICY

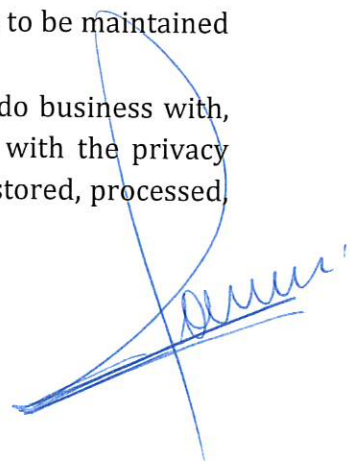
Swedbrasil considers sustainability to be an essential part of all our business operations. We are committed to a Code of Conduct (available at www.swedbrasil.com) which describes how we do business. As part of our work to achieve a more sustainable world, we have implemented certain governing principles for our suppliers. Suppliers who supply products and services to Swedbrasil shall conduct their operations based on the requirements defined below:

Human Rights and Labor Conditions:

- Respect for human rights and treating its employees and suppliers fairly, equitably and with respect.
- Discrimination, harassment, and repression due to ethnic, gender, religion, social origin, disability, political views or sexual orientation in the workplace are not allowed.
- Prohibition of human trafficking, child labor, and forced labor.
- All workers are free to exercise their right to form and/or join trade unions or to refrain from doing so and to bargain collectively.
- Wages comply with all applicable national minimum wage laws and wages paid are without regard to gender.
- Compliance with local regulations regarding working hours and paid vacation
- All workers' health and safety are protected at work.
- All employees must have written employment contracts translated into a language they understand.
- All employees shall have the right to statutory leave including sick leave and parental leave.

Corporate Ethics

- Compliance with all applicable anti-corruption laws and programs
- Avoid anti-competitive/anti-trust business practices
- Protection of intellectual property and commercial secrecy
- Disclosure of Information: all business dealings should be transparently performed. Falsification of records or misrepresentation of conditions or practices in the supply chain is unacceptable.
- Protection of Identity and Non-Retaliation: Programs that ensure the confidentiality, anonymity, and protection of supplier and employee whistleblowers are to be maintained unless prohibited by law.
- Privacy: protect the privacy of personal information of everyone they do business with, including suppliers, customers, consumers, and employees complying with the privacy and information security laws when personal information is collected, stored, processed, transmitted, and shared.



Environment

Suppliers must carry out active environmental work to limit and reduce the environmental impact. As a rule of thumb, environmental work should include:

- Climate-impacting emissions via, for example, heating, transport or other fuels.
- Heavy metals and chemicals in consumables, in production or the final product, must be inventoried, limited or replaced according to the substitution principle.
- Raw materials from plants and animals must come from well-maintained ecosystems with efficient use of land and biological maintenance diversity



Queller
SWEDBRASIL
At your service
Tel. +46 (0)16-137939 / 137933
Org.nr. 556870-1303

SWEDBRASIL IMPORT & EXPORT AB

Smedjegatan 34 632 17 - Eskilstuna - Sweden

Phone: + 46 (0) 16 - 137939/137933

Org. nr: 556870-1303

info@swedbrasil.com

www.swedbrasil.com