

Code of Conduct for Business Partners of FREIERMUTH CIA. LTDA. and its Associated Companies

The Code of Conduct defines the principles and requirements concerning the responsibility towards man, the society and environment, which FREIERMUTH CIA. LTDA. and their associated companies impose on their own conduct and on partners with whom they have business contact. FREIERMUTH CIA. LTDA. and its associated companies reserve the right to make adequate amendments to this Code of Conduct. In such case, FREIERMUTH CIA. LTDA. and its associated companies expect their business partners to accept such adequate amendments as well.

FREIERMUTH CIA. LTDA., their associated companies and the Supplier hereby declare that they will:

- **Compliance with the law**
 - comply with the laws of the applicable legal system.
- **Prohibition of corruption and bribery**
 - not tolerate any form of corruption or bribery nor get involved with it in whatever form, including any and all influencing of the decisions of bodies, office holders or employees of public or private corporations.
- **Respecting employees' fundamental rights**
 - respect the personal dignity, privacy and personality rights of their employees;
 - support equal opportunities and equal rights of all employees regardless of their color, race, nationality, social background, possible disability, sexual orientation, political or religious convictions, and gender or age;
 - not permit nor support any forced labour;
 - not tolerate any unacceptable treatment of employees such as psychological severity, sexual or personal harassment, or discrimination;
 - ensure fair and adequate remunerations, and guarantee the statutory national minimum wages in particular;
 - comply with each country's working hours legislation;
 - recognize the employees' freedom of association as provided for in applicable law, and neither privilege members of workers' organizations or trade unions nor discriminate against them.
- **Prohibition of child labour**
 - not employ any persons who are not at least 15 years of age. In countries that fall under the exception for developing countries pursuant to the ILO Convention 138, the minimum age may be reduced to 14 years.
- **Health and safety of the employees**
 - take responsibility for health and safety in relation with their employees;
 - reduce risks and take preventive measures against accidents and occupational diseases;
 - offer training and ensure that all employees have the necessary knowledge related to occupational health and safety;
 - introduce and use an occupational health and safety management system according OHSAS 18001 or an equivalent system.
- **Environment protection**
 - consider environmental protection in compliance with the legal standards and international standards;
 - minimize environmental pollution and improve environmental protection continuously;
 - introduce and use an environmental management system according to ISO 14001 or an equivalent system.
- **Supply chain**
 - ensure and support their suppliers' compliance with the contents of this Code of Conduct in the best possible way;
 - comply with the principles of non- discrimination when choosing suppliers and dealing with their own suppliers.