

# **OXY QUÍMICA E METALÚRGICA LTDA**

ESG Policy (Environmental, Social & Governance)

October/22

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## **1- Goals**

The purpose of this policy is to establish ESG (Environmental, Social and Governance) rules for Oxy Química e Metalúrgica Ltda, integrating ESG principles and practices into its culture and business management, always focusing on reducing adverse socio-environmental impacts and generating value for society. Any and all decision-making will be guided according to the organization economic, environmental and social objectives, taking into account business environmental and social aspects, pursuing corporate responsibility and most importantly, respecting human rights.

## **2- Intended Users**

This policy applies to all activities, processes, employees, stakeholders and senior management of Oxy Química. In these policies, we commit to respect human rights and core labor standards of the International Labor Organization (ILO), in line with the UN Guiding Principles on Business and Human Rights. We expect the same kind of commitment from our business partners.

## **3- Additional Documents**

- 3.1 Code of Ethics and Conduct
- 3.2 Anti-bribery Policy;
- 3.3 Manual of Environmental Management System
- 3.4 Occupational Safety Policy;
- 3.5 Resolução 217 A III – Universal Declaration of Human Rights;
- 3.6 UN Global Compact Principles(<https://www.pactoglobal.org.br/10-principios>);
- 3.7 ISO-26000 – Guidelines on Social Responsibility;

## **4- Responsibilities**

All Oxy Química employees, when performing their activities and processes, will be responsible for complying with this Policy. Oxy Química senior management will be responsible for monitoring all activities related to ESG, planning its operations and business strategies in line with ESG. All topics related to Human Rights, integrity and the environment will be addressed by senior management.

## **5- Guidelines**

Oxy Química e Metalúrgica Ltda will address, in an integrated manner, the guidelines concerning Human Rights, Environment and Corporate Governance aspects of its business. We believe we have a role to perform in the global compact by promoting sustainable growth; we also support the 17 sustainable development goals defined by the United Nations 2030 Agenda. Considering our business activity, we will work on the following SDGs (Sustainable Development Goals):

- **ODS 3 – Good health and well-being:** ensure healthy lives and promote well-being for all at all ages.
- **ODS 8 – Decent work and economic growth:** promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.
- **ODS 12 – Responsible consumption and production:** Ensure sustainable consumption and production patterns.
- **ODS 13 – Climate action:** take urgent action to combat climate change and its impacts.
- **ODS 17 – Partnerships for the goals:** strengthen the means of implementation and revitalize the global partnership for sustainable development.

## 5.1 Environmental Guidelines.

- Carry out your activities being responsible for maintaining and protecting the environment;
- Contribute to preserve the environment and reduce the use of natural resources, focusing on minimizing environmental impacts of activities and services;
- Comply with applicable environmental requirements, including obligations related to products transportation, proper use of natural resources and careful disposal of the waste from vehicles and equipment maintenance;
- Perform transportation activities according to the precautionary principle and preventing accidents that may impact not only people's lives, but also the environment;
- Commit to comply with environmental certification requirements (ISO 14001);

## 5.2 Social Guidelines.

- Impacting the community and its surroundings: act responsibly to maintain and protect the environment, assuring the rights of the community through dialogue and initiatives that ensure the security of the territory and the populations directly and indirectly affected by the company's business.
- Diversity and inclusion: promote an inclusive environment, adopting measures allowing parity of knowledge and guaranteeing equal treatment to all people, regardless of physical, ethnic-racial or gender differences, during hiring, training, treatment and career development stages;
- Promote equal treatment among all people who work in the company, regardless their hierarchical position or role;
- Ensure opportunities for hiring and career development on an equal basis for all people, paying attention to their peculiarities and characteristics;
- Adopt measures that promote decent work, treating employees with respect, from the perspective of Human Rights, diversity and inclusion. This also means, for example, guaranteeing reasonable hours and ideal working conditions, as well as respecting the minimum age when hiring professionals;

- Act responsibly and respect Human Rights, integrity and the environment in the context of relationships with suppliers, as well as understand and identify how suppliers, both natural persons and legal entities, deal with these issues. The production chain must stand out due to the integrity, the fair and sustainable way of conducting work, as well as the respect for Human Rights. This culture, within the scope of the relationship with companies and individual suppliers, can also be encouraged through acknowledgement, prioritization or by closing ties with those who respect the rules and act according to the required and expected parameters.
- Respect and appreciation of diversity in terms of gender, ethnicity, belief, political opinion, nationality, social origin, sexual orientation as well as people with disabilities and different age groups – any discriminatory behavior for any reason being prohibited;
- In labor relations, any form of slave or child labor, except for those over 14 years of age in the position of young apprentices, as well as any form of sexual or moral harassment, is prohibited. This guideline also extend to aggregated persons, third parties and other suppliers;
- Promote safety and health for all employees, aggregated persons and third parties, seeking to ensure people's quality of life and that all activities are conducted safely, preventing accidents and illnesses;
- Assure freedom of association and the right to collective bargaining;
- Respect for the universal declaration of human rights and fundamental rights in labor relations;
- Training employees to carry out their duties, promoting professional development and qualification;
- Take care of surrounding communities, promoting socioeconomic development of the regions in which the company operates and through the qualification of contracted and aggregated professionals. Job creation for local people, development and use of local suppliers and service providers, support in developing the chain of customers in these locations and offering opportunities to engage its members in socio-environmental actions.
- Fight child sexual exploitation and engagement of all partners to curb this type of practice.

### **5.3 Governance Guidelines.**

- Evaluate the impact of the company's products and/or services in socio-environmental sphere, adopting measures to mitigate risks of violating notions of integrity (such as corruption and/or lack of transparency) as well as Human and Environmental Rights;
- Adopt measures to prevent and fight corruption, avoiding situations where resources are used to prevent compliance with legislation, or the illegal use of resources that could be used to assure the basic rights of the population.

- Transparency must be adopted as a principle, either from an internal standpoint, which includes everyone who is part of its structure, or from an external standpoint, which includes companies partners, suppliers, customers and society;
- Commitment of all with a high level of governance, qualified team, technology, innovation and continuous improvement,  
thus promoting business continuity with profitability and sustainable growth;
- Every employee, aggregated persons and third parties, as well as members of the Executive Board and Board of Directors, must comply with the Anti-Corruption Policy and the Code of Ethics – acting ethically, with integrity and transparency;
- Transparency in conducting our business and in maintaining the Company's path of growth and continuation;  
Acting on the strictest compliance limits, complying with all current laws, regulatory standards and internal policies.
- Tax management by adopting responsible and transparent practices and applying current accounting standards.  
Generate economic and financial results with continuous investments to improve its operations, as well as investments in new facilities or acquisitions in line with this Policy.