



friesen braun
Solutions

CODE OF CONDUCT

FOR THIRD PARTIES





We consider business partners to be all those entities that provide us with raw materials, products and essential services to enable the delivery of the most qualified solutions to our customers. Furthermore, it is the fundamental responsibility of these partners to adhere to the policies and practices outlined in the Third Party Code of Conduct. We believe that only through the correctness of our internal actions will we be able to make a positive impact and surprise the market with innovative, responsible and sustainable ideas. By agreeing to the terms of the service provision contract, you will be indicating your agreement with our principles and committing to follow them.

Sincerely,
Commercial Sector

POLICIES AND PRACTICES

All **Friesen Braun** operations are conducted based on convergence with sustainability principles, considering practices in line with the company's values and commitments.

A **friesen braun**

holds the right to carry out an integrity assessment of its business partners as part of the selection procedure. The Code of Ethics for Third Parties is established as a guide for the ethical practices to be adopted in relation to the company's stakeholders.



RULES AND PROCEDURES ANTI-CORRUPTION

We assign the following responsibilities to our business partners:

Strictly comply with all regulations and laws in force applicable to you and your activities, in particular the Brazilian Anti-Corruption Law (Law n• 12,846/13), Money Laundering Law (Law n• 9,613/98) and the FCPA - Foreign Corrupt Practices Act (together, the “Anti-Corruption Laws”).

Conduct all activities with full adherence to the highest ethical standards. Repudiate corruption, bribery, kickbacks, nepotism, degrading working conditions and any illicit or criminal actions throughout the supply chain.

Adhere to the policies established by **friesen braun** regarding gifts and presents, committing to not accept or offer gifts, entertainment, trips, financial securities or any other improper advantage. The practice of any conduct in this regard is strictly prohibited.



RULES AND PROCEDURES ANTI-CORRUPTION

We assign the following responsibilities to our business partners:

Ensure the absence of conflicts of interest when acting on behalf of **friesen braun**, both in relation to public agents and individuals in general. Furthermore, the supplier undertakes to communicate situations that may indicate personal or financial conflicts of interest in the context of its commercial relationship. This includes identifying politically exposed persons or representatives of political parties.

Communicate and guide your employees, representatives and delegates regarding the Code of Conduct for Third Parties and the Policies established by **friesen braun**. Additionally, they must be aware of the communication channels provided by the company to report doubts or suspicions related to illegal or unethical activities.



LEGISLATION AND HUMAN RIGHTS

In relation to employment contracts, the business partner must comply with all legal provisions, including:

Those established in Brazilian legislation, such as the Constitution of the Republic, the Consolidation of Labor Laws, Law No. 6,019/1974, Decree No. 9,571/2018 and the Regulatory Standards of the Ministry of Labor.

The principles of the Universal Declaration of Human Rights (UDHR), respecting and promoting human rights in all its activities. This involves cultivating relationships of cordiality, trust, respect and dignified and honest conduct in work relationships, regardless of hierarchical positions, positions or functions.

The International Labor Organization (ILO) Conventions and International Treaties ratified by Brazil. Failure to comply with these obligations may lead to incompatible conduct, resulting in the termination of the contract in question.



HARASSMENT AND DISCRIMINATION

It is the responsibility of our business partners to:

Commit to conducting your actions in an equal and respectful manner, without any form of discrimination based on characteristics such as race, color, ethnicity, sex, gender, age, nationality, place of residence, social class, religion, sexual orientation, identity or gender expression, marital status, citizenship, disability, HIV/AIDS status or any other factor protected by law. Furthermore, make a commitment to promoting gender equality.

Ensure a safe and respectful environment, in which great value is placed on equity, justice and dignity. In this environment, people are recognized, respected and valued for their individual skills and potential, without any form of discrimination.

Adopt all necessary measures to avoid participation in discriminatory employment practices. This includes not only recruitment, but also promotions, training, compensation and benefits. This guidance should extend to subsidiaries, affiliated entities, and subcontractors.



SAFETY INFORMATION

The business partner has the responsibility to ensure information security, regardless of the medium used. Information security is intrinsically related to the protection of a set of data that holds the essential value of **Friesen Braun**. The fundamental principles of information security cover confidentiality, integrity, availability, authenticity and legality.

The business partner must ensure that all operations involving personal data are conducted in accordance with the relevant legislation, not limited to the General Personal Data Protection Law (Law 13,709/2018), and also complying with the guidelines of regulatory and supervisory bodies .

Scopes related to products, services and business strategies that may be shared with our suppliers must be treated confidentially and must not be disclosed, shown or passed on to third parties without the prior written authorization of friesen braun .



HEALTH AND SAFETY ENVIRONMENT AND SOCIAL

All business partners must comply with and ensure compliance, by their employees and any subcontractors, with Occupational Safety Standards, Environmental Standards and other regulations established by **friesen braun** and its customers in the locations where services are provided.

Business partners are expected to take appropriate measures to ensure the health and safety of their employees, as well as minimize the environmental impact arising from their business operations, to the extent possible.

friesen braun values the dedication of its business partners to the social development of the surrounding communities. The company expects these partners to be active in understanding and supporting the social, economic and environmental needs of the communities in which they operate.



DEVIATION FROM CONDUCT

It is the responsibility of all **friesen braun** business partners to ensure strict compliance with the guidelines outlined in this document. Any violation of this Code of Conduct for Third Parties must be reported immediately to the Ombudsman and will result in the implementation of disciplinary and legal actions, as appropriate. Those who report in good faith will always be protected against any form of retaliation.



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