



friesen braun®  
— Solutions —

# CODE OF ethic



**The basis of our products and solutions constructive is sustained for ethics, quality exceptional, commitment of our teams and a innovative approach. These principles fundamentals feed the consistency that we demonstrate, at the same time we nurture a respectful relationship with our customers and partners.**



**friesen braun<sup>®</sup>**  
— Solutions —

The friesen braun Code of Conduct establishes the guiding principles that govern the actions of the company and all employees in relation to customers, consumers, suppliers and other interested parties, always in full compliance with current laws. We firmly believe that by rectifying our internal behaviors, we will be able to make a significant and surprising impact on the market through innovative, responsible and sustainable ideas. By agreeing to participate in this exciting challenge and signing the Term of Commitment, you will be declaring your agreement with our principles and committing to follow them. This way, you will join a cohesive team that values respect in its actions and embraces best practices, demonstrating integrity, legal compliance and a sense of equity in all activities.

Yours sincerely  
Commercial Sector

# ORGANIZATIONAL CULTURE

## **MISSION**

- Cover and Protect  
People and Goods

## **VALUES** CONSOLIDATED

- Responsible attitudes
- The truth is non-negotiable
- Results matter

## **VISION**

As experts, be a reference in coverage  
solutions for the entire  
Latin America

## **PILLARS**

### **SPIRITUAL LIFE**

- Principle 1 - Exclusivity, a life without deviations
- Principle 2 - Faith, the basic principle for pleasing God
- Principle 3 - Love, the greatest commandment

### **EMOTIONAL LIFE**

- Principle 4 - Forgiveness, the decision that releases your peace
- Principle 5 - The supreme code of honor
- Principle 6 - Wisdom, the main element

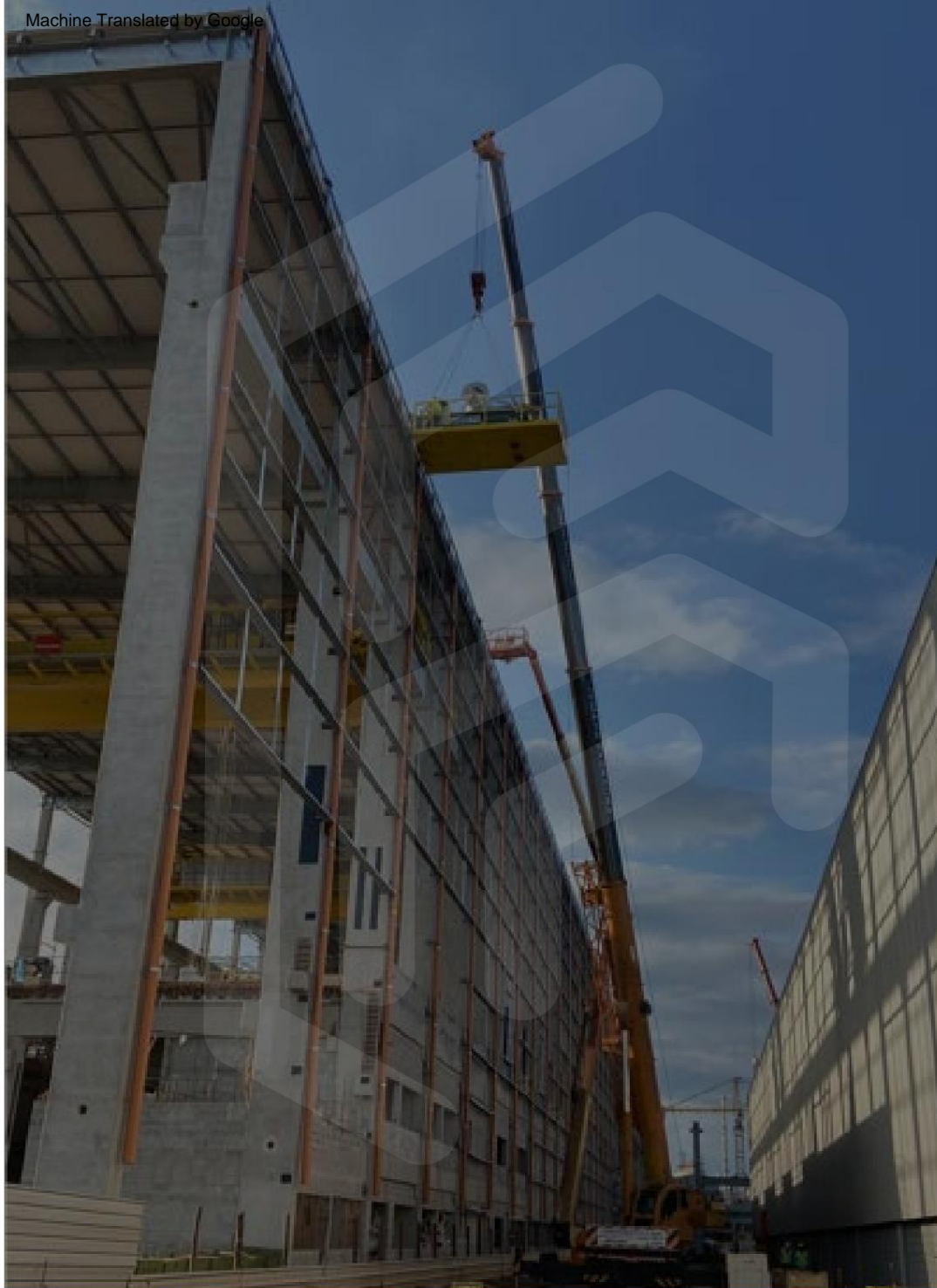
### **SOCIAL LIFE**

- Principle 7 - Serving, the art of making other people's lives easier
- Principle 8 - Truth, a non-negotiable value
- Principle 9 - Relationships, the importance of the family base

### **PERSONAL LIFE**

- Principle 10 - Intelligence, the precious "factory item"
- Principle 11 - Discipline, the mother of results
- Principle 12 - Prosperity, the absence of need





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# POLICIES AND PRACTICES

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All **friesen braun** operations are based on convergence with sustainability principles, taking into high consideration practices that are aligned with our values and commitments. The Code of Conduct acts as a guide for positive actions to be implemented with our various stakeholders.



# ENVIRONMENT

Our dedication to environmental preservation permeates each stage of the production chain, and this becomes a highlight in the market through practices committed to reducing and reuse of waste, responsible consumption, as well as the conservation and preservation of natural resources. These actions highlight an authentic trait of **Friesen Braun's identity**, a company that maintains a continuous commitment to sustainable development, presenting an innovative business management model. We consistently invest in corporate education, valuing environmental awareness as a fundamental principle.

friesen **braun** supports all its employees in having sustainable initiatives and attitudes, inside and outside the company.

We must demonstrate our commitment with the following aspects:

- Rationalization of the use of production inputs, reducing the volume of waste generated, as well as such as water and energy consumption;
- Proper disposal of discarded materials;
- Recycling of selective waste, with appropriate places for disposal.



# COMPANY'S IMAGE AND BE CAREFUL WITH THE PEOPLE

We understand the company as an organism. With their skills, focus and principles, our employees and partners are encouraged to develop the ability to work as a team, aligned in our purpose, aiming for a future. Taking into account the following attitudes: Have an attitude of good conduct, without any prejudice, inside and outside the work environment, demonstrating focus on the company's principles; Avoid statements on behalf of **friesen braun**, except with prior authorization;

Ensure that the records and documents that support the company's operations always contain accurate, safe, precise and updated information, being organized in an accessible way.

Preserve and guarantee the confidentiality of sensitive information related to the company. Exercise caution when using social media, in order to protect both your own image and the reputation of **friesen braun**; It is important to note that publications of a prejudiced, discriminatory or offensive nature are not in line with our principles and values.





# RELATIONSHIP SHAREHOLDERS AND INVESTORS

By choosing to invest in our company, they are demonstrating confidence in our competence and ability to keep the business on a sustainable trajectory. As a result of these choices:

We understand it as our obligation to make business decisions based on criteria that cover not only economic factors, but also social and environmental ones. Our focus is to generate value for all our stakeholders, acting with continuous commitment and responsibility.

We carry out preventive analyzes covering a wide range of risks, including those linked to operations, finances, social and environmental aspects and reputation. The objective is to ensure the long-term sustainability of **friesen braun's projects**.

Our approach is transparent and aims to maximize benefits for everyone involved.

These actions solidify our dedication to being a responsible company, committed to both financial success and positive impact on society and the environment.

# RELATIONSHIP COLLABORATORS

By directing their efforts towards the continuous improvement of each **Friesen Braun activity or process**, they embody the excellence of our company. In this sense, it is essential that we recognize the importance of working together to:

- Maintain constant vigilance in relation to the preservation of people's physical integrity, not admitting any risks to health or life. This implies strict compliance with work safety standards established in legislation and in our internal protocols; Demonstrate absolute respect for the
- individuality of each person, vehemently repudiating any form of discrimination, harassment, hostility, abuse or injustice; Uncompromisingly reject any manifestation of
- harassment or abuse, both physical and psychological; Foster a work environment characterized by mutual trust, in which
- there are no privileges or preferences. This includes avoiding hiring or promoting family members in situations of direct or indirect subordination, especially in interdependent or related roles, to avoid potential conflicts of interest; Fully respect the political and labor rights of our employees; Refrain from using your position or
- influence to obtain personal benefits, as well as those of relatives, friends or third parties; Make it clear that we do not in any way tolerate the implication of our business and operations in illicit or criminal activities,
- including, but not limited to, corruption, bribery, money laundering and fraud; Seek internal authorization before using the company's information and technical knowledge in external activities and publications, such as classes, events, lectures, academic work, among others.





# RELATIONSHIP CUSTOMERS

When placing their trust in **friesen braun**, in the search for the best solution for their needs, they fairly expect to be treated by honest, attentive and competent individuals. These, in turn, are ready to facilitate the experience through high-quality and innovative solutions.

In this sense, it is essential that they can:

- Receive service through all communication channels with courtesy, attention, empathy, professionalism and speed;
- Be convinced that our activities are fully in compliance with current regulations, and that **friesen braun** maintains respect for and compliance with all contractually stipulated conditions; Feel assured that your information will be
- used exclusively for the purposes for which it was shared and authorized; Be aware that our employees do not accept or offer gifts or presents in exchange
- for personal favors.

**Friesen Braun** 's relationship with the most diverse audiences must clearly reflect its values. Are they:

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# RELATIONSHIP

## **SPIRITUAL**

### **PRINCIPLE 1 - FAITH**

Strength to face the processes of growth, access to eternal life, an intimate relationship with God, the certainty that you will please God, the chance to win impossible battles.

### **PRINCIPLE 2 - EXCLUSIVITY**

Healthy relationships, unbreakable marriage, extinction of the possibility of problems with the law of men, admiration.

### **PRINCIPLE 3 - LOVE**

Peace in friendships and at home, ability to deal with difficult people.

## **EMOTIONAL**

### **PRINCIPLE 4 - FORGIVENESS**

Emotional healing, reduction of the possibilities of physical illnesses, relief in the soul, peace.

### **PRINCIPLE 5 - HONOR**

Recognition, admiration, access to the next level.

### **PRINCIPLE 6 - WISDOM**

Seeing the next steps, high problem-solving power, success, ability to choose friendships and decide who needs to leave your life, knowing what needs to be done and the right time to do it.

## **SOCIAL**

### **PRINCIPLE 7 - SERVE**

Access to knowledge, access to special and relevant people, personal and professional growth.

### **PRINCIPLE 8 - TRUTH**

Authority, respect, acceptance, admiration, good business, visibility.

### **PRINCIPLE 9 -**

### **RELATIONSHIPS**

Peace, mental health.

## **GUYS**

### **PRINCIPLE 10 - INTELLIGENCE**

Increased level of consciousness, evolution of mentality, financial achievements.

### **PRINCIPLE 11 - DISCIPLINE**

Knowledge, great achievements, personal and professional growth, physical and mental health, high performance, acceleration of results and purpose.

### **PRINCIPLE 12 - PROSPERITY**

Peace in all areas of life (personal, family, professional), emotional security, bills up to date, realization of material dreams, possibility of investing in people's lives.



# RELATIONSHIP COMPETITORS

As you enter the market, you deserve our respect and appreciation for encouraging competition in search of the best products and results. Within this context:

We strongly reject any acts of illegality, misleading advertising or questionable practices that could harm the image and credibility of **Friesen Braun** as a responsible and absolutely upstanding company; We do not participate in any forms of illegal agreements; We do not tolerate the exchange of competitively sensitive information that may violate ethical business principles and the fundamental precept of fair competition.





# RELATIONSHIP SUPPLIERS

When providing us with raw materials, products and services that enable us to deliver the best solutions to our customers, it is essential to recognize and treat you as business partners. In this sense, we must: Adopt

transparent and impartial criteria when selecting and hiring suppliers; Give preference to suppliers who share and practice **Friesen Braun** 's fundamental ethical principles ; Require strict

compliance with current legislation by suppliers; Emphatically reject any form of corruption, bribery, kickbacks, nepotism, degrading work and any illicit or criminal practices in the supply chain; Value those suppliers who, in collaboration with us, strive to maintain clear criteria in their production chains, following the principles of sustainability and environmental preservation.



# RELATIONSHIP COMMUNITIES

Neighboring communities that live close to our production facilities or construction sites deserve our consideration, respect and attention. We continually intend to:

Observe and take into account the routines and habits of communities, seeking to minimize as much as possible the discomfort caused by our activities; Maintain an attentive perspective on opportunities for collaboration with local communities, demonstrating sensitivity to identify ways to positively impact socio-environmental conditions and mitigate difficulties they may face; Stimulate activities or social initiatives that promote education, quality of life, respect for the environment and citizenship in communities.



# RELATIONSHIP PUBLIC POWER

By monitoring and authorizing our activities, you ensure compliance with laws and the protection of the public interest. Therefore, it is our responsibility:

Fully respect laws, rules, regulations and judicial or administrative decisions, regardless of the instance; Manage our interests without allowing any influence based on political relationships, party affiliations, ideologies or authorities; Maintain a solid policy of preventing and combating all forms of improper advantages and other conflicts of interest; Guide our interactions with representatives of public entities based on ethics, always observing the provisions of Anti-Corruption Law No. 12,846/13.





# CONFLICTS OF INTEREST

If at any point your personal or professional aspirations are not aligned with the guidelines established by Friesen Braun, consider pondering the following reflections:

- Are my actions impacting or likely to impact the principles of our Code of Conduct?
- Could it be, in some way, violating laws or internal regulations?
- Am I fully comfortable justifying my actions publicly?
- Will the conduct I plan to adopt cause any degree of discomfort to **Friesen Braun**, myself or other people?
- Is the decision I am about to make something that will fill me with pride, both for myself, my colleagues and my family?

If there is any uncertainty regarding any of these questions, it is recommended to seek guidance from your leaders or bring the situation to the attention of management. It is important to highlight that any circumstances that involve conflicts of interest or that are not explicitly addressed in the Code of Conduct or Friesen Braun standards will be examined by the Ethics Committee.

# CONFIDENTIALITY, DATA PROTECTION AND INFORMATION SECURITY

We recognize the fundamental importance of privacy and protection of personal data, as well as the confidentiality of other information, through the implementation of technical and administrative security measures. Therefore, we must:

- Carry out all operations in accordance with the General Personal Data Protection Law (Law 13,709/2018), in strict compliance with the principles of purpose, adequacy, necessity, free access, data quality, transparency, security, prevention, non-discrimination, accountability and accountability; Employ security measures,
- both technical and administrative, to protect personal data and/or sensitive personal data against unauthorized access, as well as against accidental or illicit situations that may result in destruction, loss, alteration, communication or disclosure; Maintain the confidentiality and secrecy of information during the
- period of validity of the contractual relationship with **Friesen Braun**, adopting measures to avoid exposure or access by unauthorized third parties, even after the end of the relationship; Adopt information security protocols with the aim of preserving the
- confidentiality, integrity and availability of data, in addition to standardizing the use of computing resources and other elements belonging to the Friesen **Braun infrastructure**.

# MISCONDUCT

It is the responsibility of all administrators, employees or outsourced employees of **Friesen Braun**, to ensure compliance with the guidelines outlined in this document. Violation of this Code must be reported through the Ombudsman's Office and will result in the application of disciplinary measures, which may, in appropriate cases, result in legal action.

Those who report in good faith will always be protected against any retaliation.

## Contact channel

Misconduct must be reported via the channel below:

[contato@friesenbraun.com.br](mailto:contato@friesenbraun.com.br)







 **São José dos Pinhais - PR**

 **friesenbraun.com.br**

 **elton@friesenbraun.com.br**