



## **SOCIAL RESPONSIBILITY, CONDUCT AND ETHICS POLICY**

It is a fundamental part of our responsibilities to comply with applicable national and international laws and other requirements to which you have been bound.

SACOR undertakes:

- Ensure a safe and healthy work environment and adopt safe measures to prevent accidents and damage to the health of employees;
- Not engage in or support child labor, forced labor or abusive disciplinary practices;
- Ensure that all employees have free access to the board to make any complaint or suggestion;
- Respect the right of union association and collective bargaining of all employees;
- To curb the use of drugs and alcohol by employees who work at the company's premises, customers or suppliers;
- Not to engage and support, and to restrain discrimination in contracting, remuneration, access to training, promotion, termination or retirement, based on race, social class, nationality, religion, disability, sex, sexual orientation, political affiliation, or age;
- Do not allow behavior, gestures, language and physical contact, that is sexually coercive, threatening, abusive or exploitative;
- Do not engage in or support the use of corporal and mental punishment, physical coercion, verbal abuse and trafficking in human beings;
- Respecting and adequately remunerating the work day;
- Contribute to the development of the community around;
- Contribute to sustainable development, in accordance with the impacts caused by its actions;
- To reject any practices of corruption and bribery, creating and disseminating systematic control and consequences for possible transgressions;
- Honesty, integrity, justice, fairness, truth, coherence between discourse and practice refer to relationships with people and institutions and are manifested in respect for differences and diversities of ethnic, religious, social, cultural , linguistic, political, aesthetic, age, physical, mental and psychic, gender, sexual orientation and others;
- Continuously improve the effectiveness of the Social Responsibility, Conduct and Ethics Management System.

**REVIEW: 0**

**DATE: APR 02, 2018**

**APPROVED BY: HENRIQUE DOS SANTOS – CEO**