



## **CORPORATE HUMAN RIGHTS POLICY**

### **1. OBJECTIVE**

Set out the guidelines on and principles of Human Rights of Safrá Conglomerate (hereinafter referred to as "SAFRA").

### **2. GUIDELINES**

The basic guidelines and principles that underlies SAFRA's business and related party relationships are the following:

- Inspire respect for and protect the dignity of human person and internationally accepted human rights, child, youth and elder rights, and labor rights;
- Respect Inspire respect for and protect the dignity of human person and internationally accepted human rights, child, youth and elder rights, and labor rights, by the evaluations at the beginning of the relationship, at the moment of granting credit and in the regular monitoring of exposures of risks assumed;
- Respect and assure a control environment for compliance as the laws, regulations and self-regulations applicable to SAFRA's activities and businesses;
- Assure the respect for diversity, gender equality, and dignity of human person, right to privacy and individuality, prohibiting discriminatory practice like the wage differentials, restrictions on professional growth and harassment of any nature in the work environment, and in all of SAFRA's activities and businesses;
- Foster and develop good relationship among SAFRA's human resources;
- Take measures to avoid that SAFRA's activities and businesses exert negative impacts on human rights;
- Promote freedom of association and effective recognition of the right to collective bargaining;
- Promote the elimination of all forms of forced or compulsory labor;
- Collaborate for the effective abolition of child labor;
- Contribute to the elimination of discrimination in employment and occupation;
- In case of breach of human rights, caused by SAFRA's activities and businesses, seek to timely minimize and cushion the observed impacts;
- Promote the integration of this Policy with SAFRA's Code of Ethics and other Corporate Policies.

#### **2.1. Defense sector guidelines**

The SAFRA in agreement with their values and based at the respect of the human rights and the interest of the employees, costumers, non-costumers and the society in general, has as its guidelines not maintain any type of commercial relationship and/or financing with organizations (or theirs subsidiaries, regardless of theirs activity) that manufacture, commercialize or distribute:

- Chemical or biological weapons;
- Nuclear weapons; and
- Ammunition containing uranium.

**Validity:** Exercise of 2018

**Review:** October of 2019