

**MANGOTEX  
SUPPLIERS CODE  
OF CONDUCT  
(0340-01 ANNEX 01)  
V2\_May.23**

**INDEX**

<b>Goal</b>	<b>2</b>
<b>Scope</b>	<b>2</b>
<b>Conformity</b>	<b>2</b>
<b>Continuous Improvement</b>	<b>2</b>
<b>Application</b>	<b>2</b>
<b>Values</b>	<b>3</b>
<b>Human rights</b> - Freedom of Association and Collective Bargaining - Forced labour - Child labor - Discrimination and harassment - Working hours and rest days - Salaries and benefits - Right to land, forests, water and compulsory eviction - Human trafficking	<b>4</b>
<b>Health and safety</b> - Ergonomics - Emergency preparedness - Incident and accident management - Personal Protection Equipment - Machine Safety - Handling of chemical products - Fire protection	<b>5</b>
<b>Business Ethics</b> - Corruption - Financial Responsibility - Disclosure of information - Fair Competition - Conflict of interest - Counterfeit parts - Intellectual property - Exports and Economic Sanctions - Retaliation	<b>6</b>
<b>Environmental Policy</b> - Air quality - Energy efficiency and greenhouse gas emissions - Water quality and consumption - Sustainable resource management and waste reduction - Responsible chemical management - Sustainability requirements for own suppliers - Emergency action plan	<b>7</b>
General Law for the Protection of Personal Data from Suppliers and Partners	<b>8-9</b>
<b>Grievance Mechanism</b>	<b>10</b>

## Goal

Our company's Supplier Code of Conduct defines non-negotiable minimum standards and requests that all sustainability requirements are guaranteed throughout the supply chain (upstream). This document helps to consolidate our ongoing commitment to international standards, such as the OECD guidelines for multinational companies, the UN Guiding Principles on Business and Human Rights, the fundamental conventions of the International Labor Organization (ILO) and the 10 principles of the United Nations Global Compact, far beyond our activity, extending them to each upstream link of our supply chain right down to the fields and farms. The Code is an extension of our company's own Business Principles and the foundation of our Responsible Sourcing program described in the Conformity section.

## Scope

The Code's standards create expectations for the Supplier with whom our company has a business relationship, including its headquarters, subsidiaries and branches, as well as all others with whom it has a business relationship, all employees (staff, temporary, recruitment agency and migrant workers), upstream suppliers and other third parties. The Supplier is responsible for disseminating, teaching and carrying out practical verification of compliance with this Code to its employees, agents and sub-suppliers, including farmers when relevant.

## Conformity

Our company relies on the Supplier to comply with all legislation and regulations in force, and in particular the pillars described in this document, and to strive to act in accordance with international and industry standards and best practices. Furthermore, our company reserves the right to verify, through its Responsible Sourcing program, compliance with the Code through internal and external assessment mechanisms and to request the implementation of progress made towards compliance with audit or of the complementary Responsible Sourcing Guideline.

## Continuous Improvement

Our company is aware that achieving the standards established in this Code is a dynamic process and encourages suppliers to continually improve their operations. In the event that there is a need to make improvements, or to resort to direct hiring of smallholders or farmers, our company will support you in creating goals and systems to ensure that practices are permanently improved. Failure to comply will have direct repercussions on the Supplier's ability to work for our company.

## Application

Acceptance of the Code is a prerequisite for all supply contracts signed with our company. By accepting a Purchase Order, referring to the Code, the Supplier affirms its commitment that its entire operation is subject to the provisions present in this Code. This Code, or proof of its compliance, does not grant the Supplier any type of third-party beneficiary rights. The Code's standards are an endorsement, and not a replacement, for the provisions contained in any legal agreement or contract between suppliers and our company.

## VALUES

**MANGOTEX expects its suppliers to have and improve at least the following values:**

**Ethics** - Comply with the Mangotex Code of Conduct, acting with integrity and in accordance with ethical, legal and sustainable standards. Conduct based on respect for collective and individual rights, the physical and moral integrity of people and the institutional integrity of the companies and clients with whom we interact.

**Meritocracy** - Value employees according to their level of performance, whether they are the sum of efforts, talents and skills or the result that it delivers.

**Respect for Diversity** - Respect diversity, inclusion and understand that we are all equal and, at the same time, recognize the uniqueness and differences of each person. We are committed to offering equal opportunities and ensuring space for everyone to express themselves and exercise their own identity.

**Sustainability** - Maintain and continuously improve the performance of integrated management, minimizing its impacts, through the reduction of waste generated, atmospheric emissions, use of renewable and natural energy, thus providing protection to the environment (right to land, forests, water) and pollution preservation (decarbonization).

**Continuous Improvement** - Ensure the quality of processes and products, in accordance with standards and procedures established by the company. Commitment to doing it right the first time. Accept and propose changes, with the aim of continuous improvement.

**Commitment** - Being committed to the organization's mission, vision, values and objectives, going beyond the requirements of their role and assuming new responsibilities.

**People development** - Promote the continuous professional and personal development of our employees, through the improvement of technical and behavioral skills.

**Workplace safety** - Promote worker protection in their workplace, aiming to reduce work accidents and occupational diseases, controlling occupational risks preventively.



## HUMAN RIGHTS

The Supplier must respect human rights, ethical recruitment, rights of women and minorities and indigenous peoples, use of private and public security forces. Adopting the principles described in the United Nations Universal Declaration of Human Rights (UN UDHR) and the International Labor Organization (ILO) 1988 Declaration of Fundamental Principles and Rights at Work.

### **Freedom of Association and Collective Bargaining:**

The supplier must guarantee its employees the right to Freedom of Association and Collective Bargaining in accordance with all applicable legislation and regulations.

### **Forced labour:**

The supplier must under no circumstances use, in any way whatsoever, forced labor under ILO Conventions No. 29, relating to Forced or Compulsory Labor, and No. 105, relating to the Abolition of Forced Labor. The term forced or compulsory labor refers to all slave labor required of an individual under threat of any form of physical punishment, imprisonment or violence used as a method of discipline or control, such as the retention of identification documents, passports, work visas or employee deposits as a condition of employment.

### **Child labor:**

In line with ILO Convention No. 138 on the Minimum Age for Employment and Convention No. 182 on the Prohibition of the Worst Forms of Child Labor and Immediate Action to Eliminate It, it is expressly prohibited the use of child labor. ILO Convention No. 138 on the Minimum Age for Admission to Employment indicates that no child under the age of 15 (or 14 in certain developing countries) is authorized to work, without prejudice to the exceptions provided by the ILO or in national legislation.

### **Discrimination and harassment:**

In line with ILO Convention No. 111 on Discrimination in Employment and Occupation, Supplier shall not adopt discriminatory recruitment and hiring practices based on race, color, religion, sex, age, physical fitness, national ancestry, sexual orientation, political affiliation, trade union membership, medical examinations or marital status. Any form of abuse, intimidation, threats or harassment, whether physical, sexual or verbal, will not be tolerated. We must respect your employees' right to privacy whenever we collect personal information or implement employee supervision practices.

### **Working hours and rest days:**

The supplier needs to require its employees to work in accordance with all current legislation and mandatory standards for the sector regarding established working hours and overtime, including breaks, rest periods, vacations and maternity/paternity leave, this journey must not require a weekly working time exceeding that permitted by law, employees must have the right to at least one day off after six consecutive days of work and overtime must be voluntary and remunerated at an increased fare.

### **Salaries and benefits:**

The supplier must guarantee its employees wages and benefits that, at a minimum, comply with national legislation or industry standards, whichever is more advantageous, and are governed by binding collective agreements, including with regard to overtime and other regimes of remuneration. Whatever the circumstances, salaries must always be sufficient to meet the basic needs of employees and their dependents, and provide some differentiating income.

### **Right to land, forests, water and compulsory eviction**

The company must ensure that it has the fundamental right to freedom, equality and the enjoyment of adequate living conditions, in an environment of such quality that it is possible to lead a dignified life, enjoy well-being and be the sole bearer of the obligation to protect and improve the environment, for present and future generations Art. 225. Everyone has the right to an ecologically balanced environment, an asset for the common use of the people and essential to a healthy quality of life, imposing on the Public Power and the community the duty to defend and preserve it for present and future generations."

### **Human trafficking**

Mangotex expects its suppliers to adopt strict measures to combat human trafficking. Recognize that trafficking in human beings is one of the most abhorrent forms of violation of human rights, an affront to human dignity and a serious threat to society as a whole. The Supplier has a duty to ensure that its operations and supply chains are free from any form of human trafficking.

## HEALTH AND SAFETY:

**Ergonomics:** With the main objective of gradually eliminating hard and excessively repetitive work, which are harmful to health, which can be alleviated through job rotation, inclusion of breaks, mechanization and improvement of ergonomic working conditions. The supplier must keep the topic disseminated within the company and can create a Multifunctional Ergonomic Committee where its role is to support ergonomic processes and drive the evolution of ergonomics in the Company as a whole.

**Emergency preparedness:** The supplier must have a quick and planned reaction in the event of an emergency, as this can minimize damage to the environment and can also save the lives of employees. The supplier must have employees trained in this type of situation and prepared to follow safety emergency procedures.

**Incident and accident management:** The supplier must have incident and accident control within its plant, in order to control and prevent occupational risks. The supplier must address the topic in training as a way of maintaining a qualified team to prevent incidents and accidents. Having documents to monitor accidents and near-accidents with the assessment of the responsible area that has the demand to mitigate accidents and near-accidents is essential for our supplier.

**Personal Protective Equipment:** The supplier must prioritize safety in the work environment. Therefore, the supplier must provide all the PPE necessary in the operation and carry out assessments by function to prepare a procedure that includes the description of the activities, risks associated with the activities, thus specifying the necessary PPE and procedures in case of accidents .

**Machine Safety:** The supplier must follow the guidance and train its employees on how to handle machines and equipment correctly. Maintain the equipment as per instructions from its Manufacturers, thus increasing the safety of the machines and all training and guidance aims to guarantee the health and safety of our employees, avoiding possible absences.

**Handling of chemical products:** Many accidents occur due to the incorrect use of chemicals. To protect yourself, it is essential to be aware of all safety procedures and handle them correctly, which is why we have defined the necessary precautions:

- Carefully read the instructions for use on the product label.
- Do not reuse packaging that has stored chemicals.
- Never store liquid products on top of solid ones.
- Store products in well-closed containers and in a cool, dry place, always in accordance with the manufacturers' instructions, respecting the stacking limit.
- To have access to the products, you must have received guidance on them.
- If there is a product leak, signal the location and clean it immediately.
- Guidance for correct disposal.
- Close the packaging tightly after use.

**Fire protection:** The supplier must know the risks inherent to its process, have a Certificate of Inspection from the Fire Department, ensuring that the points and locations where the real need is characterized there is a system of signs, both ground and wall signs, and also escape route signage and location of fire extinguishers. The supplier must have trained employees to assist in the event of an emergency, thus increasing protection and fighting fire.

## BUSINESS ETHICS

**Corruption:** The supplier must repudiate any form of corruption. Always remain alert to situations that characterize this type of behavior. The practice of these acts is subject to disciplinary measures and sanctions in accordance with current legislation.

### ✓ Fraud

The supplier must prevent any fraudulent activity by its representatives in relation to the receipt of any funds by MANGOTEX by reporting any fraudulent request. The supplier warrants that it will not give any gratuities or commissions, nor does it agree and will not agree to pay commissions to any employee, agent, or representative of MANGOTEX in connection with any supply of goods or services, or any other contract entered into with MANGOTEX. If the supplier or any person acting on its behalf fails to comply with the provisions defined above, MANGOTEX may terminate the order or contract and receive from the supplier the amount of any losses suffered by the Contracting Party resulting from such termination; or be fully compensated by the Contractor for any loss suffered by the Contracting Party as a result of any violation of this clause, regardless of the termination or not of the order in question, stipulated at a minimum of R\$100,000.00 (one hundred thousand reais) .

**Financial Responsibility:** The supplier must consciously use its resources to improve processes and procedures and is committed to financial recording, always focusing on the transparency and accuracy of the information recorded. It is the supplier's duty to maintain transparent and updated file folders, books and records to provide proof of compliance with applicable government, raw materials, services and sector standards.

**Disclosure of information:** The supplier is aware of its responsibility to disclose information about all actions taken by its company on relevant topics such as Health and Safety, the environment, among others. Therefore, it is important to have control over what information will be disclosed.

**Fair Competition:** The supplier must only carry out business based on merit, market economy principles and free competition, thus respecting laws and ethical principles.

**Conflict of interest:** The supplier must respect the private interests of its employees. We make it clear to employees what is accepted and what is not so that there are no conflicts of interest.

**Counterfeit Parts:** The supplier must understand the impact of counterfeit parts on the market and must prohibit the use of counterfeit parts or software or those from illicit or dubious sources.

**Intellectual Property:** The Supplier must preserve the physical, intellectual and material assets of its company and the health and safety of itself and others who work at the company's facilities are priorities, therefore respecting and valuing the intellect of its employees, business partners and competitors is essential.

**Exports and Economic Sanctions:** All supplier employees must follow and respect the export control and economic sanctions policy, as well as all laws in force in the country in which they are operating. This includes laws and regulations relating to trade embargoes and economic sanctions, export control, anti-boycott laws, cargo security laws, import classification and evaluation, product/country of origin marking, and free trade agreements.

**Retaliation:** The supplier must provide a reporting channel so that they can be informed, anonymously, so that no persecution, punishment or any other form of retaliation should be carried out against whistleblowers or witnesses involved in processes investigating ethical infractions. The mechanism must be monitored by a person appointed for this purpose who will keep these records and take the necessary measures confidentially.

## ENVIRONMENTAL POLICY

The Supplier undertakes to comply with the statutory and regulatory requirements of the country of receipt, dispatch and destination, being responsible for obtaining and maintaining any permits or licenses required by public bodies as a result of the direct or indirect execution of supply of processes, products and services to MANGOTEX. Commits to sustainable development, prevention of pollution, waste of natural resources, biodiversity, land use and deforestation, soil quality, noise emissions, decarbonization, animal welfare, including those related to handling, recycling, elimination or disposal of waste and hazardous material.

MANGOTEX will send the Sustainability Questionnaire every 12 (twelve) months (as a self-assessment), in order to verify compliance with minimum requirements for the Environment, Social Standards, Health and Work Protection and Organizational Ethics.

**Air quality:** Suppliers must control atmospheric emissions through operational controls, as well as monitoring through a report carried out periodically, showing that emissions are within the levels permitted by legislation and what prevention actions are taken, combating and reducing pollutant emissions and the effects of degradation of the atmospheric environment.

**Energy efficiency and greenhouse gas emissions:** The supplier must constantly seek energy efficiency through measures and awareness of our team, always thinking about continuous improvement with the objective of changing the existing system to more effective systems and monitoring the efficiency of the equipment they use, directly influencing the reduction of greenhouse gases. Greenhouse thus improving the energy efficiency of your company.

**Water quality and consumption:** The supplier must monitor the quality and consumption of water, with the aim of reducing it by using as little as possible in our operations, in order to avoid waste, always instructing its employees on the best way to act and showing how to contribute positively to the sustainability of the environment.

**Sustainable resource management and waste reduction:** The supplier must monitor waste generation on a monthly basis and have an annual waste reduction target always based on comparison with waste generation from the previous year.

**Responsible chemical management:** The supplier must know that an adequate system is necessary to develop chemical management in a responsible manner. The supplier must identify materials, chemicals and dangerous substances and ensure their correct use, movement, storage, recycling, reuse and disposal. All legislation and regulations in force relating to dangerous materials, chemicals and substances must be scrupulously respected.

**Sustainability requirements for own suppliers:** It is essential that our commercial partners are concerned with the topic of sustainability, so they need to address and request topics that involve Sustainability from their suppliers. For this reason, it is essential that they have policies in place to prevent slavery in the supply chain, reduce the carbon footprint and promote sustainable sourcing, and to apply CSR policies appropriately they need to have a 360-degree view of their supply networks. suppliers beyond the first tier. Your suppliers must also reflect your company's sustainability values. In the same way that companies defend ethical commercial transactions and negotiations, suppliers must also practice sustainable and responsible acts, thus extending the same values practiced by their company to their own suppliers.

**Emergency action plan:** MANGOTEX will assist (by hiring a third-party company) the supplier, in containing emergencies (involving leaks, spills and fires) in the road transport of origin or destination of MANGOTEX products or hazardous waste, within from the limit of the municipality of Itu/SP.



# GENERAL LAW FOR THE PROTECTION OF PERSONAL DATA FROM SUPPLIERS AND PARTNERS

## 1. Introduction

Law 13,709/2018, better known as the General Personal Data Protection Law (LGPD), established rules for the processing of Personal Data carried out by companies of any type, including yours. The new law is extremely important for companies to be more careful with a type of asset that has become increasingly valuable: Personal Data. In order to clarify the implications of the aforementioned law to its suppliers and partners, as well as create basic rules to be followed by any company that wants or intends to contract Mangotex, this Policy was created.

In the nearby pages, you will have access to the most important definitions of the law, will understand as Mangotex expects you to act and will know how to protect yourself against non-compliance with the law. Please note that infractions to the law can result in administrative fines of up to 50 million reais, in addition in impact your service provision contract or partnership. Therefore, Mangotex expects from you the necessary commitment to comply with this Policy, which aims to protect the rights not only of our company (contractor and contracted/partner), but also the rights of Personal Data holders.

## 2. LGPD definitions

It is important that you understand the definitions created by the LGPD and reproduced in this Policy:

<b>Natural Person</b>	Also known as physical person, therefore, real people of flesh and blood
<b>Personal Data</b>	Information related to an identified or identifiable natural person
<b>Sensitive Personal Data</b>	Personal Data on racial or ethnic origin, religious conviction, political opinion, membership of a trade union or organization of a religious, philosophical or political nature, data relating to health or sexual life, genetic or biometric data, when linked to a natural person
<b>Anonymized Data</b>	Data relating to the holder who cannot be identified, considering the use of reasonable technical means available at the time of processing
<b>Holder</b>	Natural Person to whom we refer Personal Data that is object of processing;
<b>Controller</b>	Natural or legal person, governed by public or private law, who is responsible for decisions regarding the processing of Personal Data
<b>Operator</b>	Natural or legal person, under public or private law, who processes Personal Data on behalf of the controller
<b>In charge</b>	Person indicated by the controller and operator to act as a communication channel between the controller, data subjects and the National Data Protection Authority (ANPD)
<b>Processing</b>	All operation carried out with Personal Data, such as those referring to collection, production, reception, classification, use, access, reproduction, transmission, distribution, processing, archiving, storage, elimination, evaluation or control of information, modification, communication, transfer, dissemination or extraction
<b>Anonymization</b>	Use of reasonable technical means available at the time of processing, whereby data loses the possibility of association, directly or indirectly, with an individual
<b>International Data Transfer</b>	Transfer of Personal Data to a foreign country or international organization of which the country is a member
<b>National Data Protection Authority</b>	Public administration body responsible for ensuring, implementing and monitoring compliance with this Law throughout the national territory

## 3. Application of Policy

This Policy is applicable to all contracts signed with Mangotex that, directly or indirectly, cause processing, for the Supplier/Partner, of Personal Data in possession of Mangotex, including, but unlimited, databases, lists, relations, qualifications of Natural People, etc. In other words, whenever you have access to one or more Personal Data in possession of Mangotex or resulting from the hiring in between to the parts, you must comply with this Policy.

**ATTENTION: The definition of Processing includes the most basic actions with Personal Data, such as mere access or storage.**

## 4. O paper of Supplier as agent in treatment

The Supplier of products or services, or the Partner are classified, in terms from the LGPD, as Operators in the processing of Personal Data, that is, they may only process Personal Data in accordance with the provisions of contract. In case of doubt or omission in the contract, you must formally question Mangotex so that an official statement can be made. As Mangotex is the Controller of the data processing delegated to you, only it can decide on the processing of Personal Data related, directly or indirectly, to the contract, and the Supplier/Partner must strictly observe its guidelines.

## 5. Procedures at the case in closure of contract

When your contract with Mangotex is terminated, you must adopt the following procedures:

- If you have access to Personal Data directly from the structure in systems from the Mangotex, without carry out any copy for yourself, SHALL interrupt immediately the access. If the access is necessary even after the end of the contract, you must inform Mangotex about your need, so that the company can pronounce.
- If you have in your possession Personal Data that you obtained from Mangotex, you MUST collect it and return it or, yet, follow to Mangotex guidelines for its elimination or Anonymization. In case of maintenance of Personal Data is necessary even after the end of the contract, you must inform Mangotex of your need, so that the company can pronounce.

**ATTENTION: The processing of Personal Data after the termination of the contract with Mangotex, even if mere copying or storage, will be considered a contractual breach, unless there is a statement by Mangotex to the contrary or the data processing is carried out by express legal or regulatory provision.**

## 6. From the property of the Personal Data treaties

Personal Data will ever be property of the holder, never of the agents in processing, what includes you and Mangotex. Therefore, in none hypothesis you may understand or claim that the Personal Data originating from your relationship with Mangotex are your property or that you have rights over them, unless the LGPD expressly provides otherwise.

## 7. Occurrences related to the Personal Data

You must immediately inform Mangotex of any occurrence with the Personal Data you are processing as a result of the contract signed between the parties, such as, but not limited to, leakage, destruction, loss, change or communication undue. You must also immediately communicate to Mangotex any subpoena or request from authority that affects the processing of Personal Data.

## 8. Recommendation of a person in charge

From August 20, 2021, you must inform Mangotex who your supervisor is or provide such information on your company's website, unless there is regulation by the "National Data Protection Authority" that exempts you from this obligation.

## 9. Sharing or transmitting Personal Data with third party

You must not share or transmit the Personal Data to which you had access, directly or indirectly, due to the contract signed between the parties to third parties without prior authorization from Mangotex. When contracting with third parties who have access to said Personal Data, such as systems, storage, software, among others, you must check whether the supplier is committed to complying with the LGPD. When contracting, you are assuming full responsibility for the processing of Personal Data that the third party will carry out.

## 10. Specific processing of Personal Data by express order from Mangotex

When Personal Data is in your possession, you must be prepared to comply with Mangotex's specific guidelines regarding processing, such as, for example, deleting or anonymizing certain data.

## 11. Security and prevention

You must maintain the Personal Data that you have access secure and intact, through the adoption of practices, systems and tools commonly used by companies of similar size and activities to yours. Mangotex may audit the level of security applied by you to the Personal Data to which you have access, and if the level of security is inadequate or, once approved, degrades, the service provision/partnership contract may be jeopardized, resulting in terminated for good reason in the most extreme cases.

## 12. Technical inspection

Mangotex reserves itself the right to accomplish technical inspection to headquarters and branches in your company, upon scheduling and monitoring, to check whether the processing of Personal Data carried out is in accordance with the signed contract.

## 13. Compliance with LGPD

You declare to Mangotex that you know and comply with the LGPD in relation to your business, as well as in the aspects in which the law applies to the service provision or product supply contract.

## 14. Doubts

Your questions can be forwarded to the Human Resources Department through email: [marcos.basso@mangotex.com.br](mailto:marcos.basso@mangotex.com.br)

## GRIEVANCE MECHANISM

Consult our IT-RH-017 procedure, available on our portal (<https://mangotex.com.br/mecanismos-de-denuncias-e-queixas/>)