



BBC Industria e Comercio Ltda., which supplies additives for plastics and special compounds to the domestic and foreign markets, with the commitment and purpose of producing and supplying sustainable and competitive solutions for the processing of plastics and rubbers, with creativity and respect for people, has a Social Responsibility Policy based on the following guidelines:

- ✓ Commitment to their responsibilities to establish relationships based on respect, ethics and transparency with people, employees, suppliers, clients, public agents and the community, as these are essential BBC values;
- ✓ Respect for national and international labor standards;
- ✓ Combating all forms of discrimination at any stage of the employment relationship (from selection, hiring, training, setting remuneration, throughout human resources management, right up to the end of the relationship) on the basis of competence;
- ✓ Compliance with legal requirements and other applicable subscribed requirements, guaranteeing the payment of salaries appropriate to the established floor, payment of overtime and other labor obligations, based exclusively on competence and merit, without discrimination of any kind;
- ✓ Respect for human rights, prohibiting the use of child labor and slave-like labor, preserving freedom of expression, association and ideas;
- ✓ Preventing all forms of harassment;
- ✓ Valuing diversity;
- ✓ Valuing physical and mental health;
- ✓ Freedom of Association;
- ✓ Freedom of Speech;

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Approval:
Jose Antonio Ramos da Silva
Chief Executive Officer

Date:
12/1/2023



- ✓ Contributes to local socio-economic development by employing people from the region in which it is located;
- ✓ Commitment to establishing a dialog with the community through communication channels;
- ✓ Commitment to sustainable development, through the use of renewable energy sources, the development of sustainable products and incentives for training;
- ✓ Continuously improving the processes of the Social Responsibility System and preventing adverse impacts by applying the Code of Conduct and complying with the law.

Based on the following objectives:

- ✓ Managing complaints of harassment or discrimination;
- ✓ Management of FGTS (Government Severance Indemnity Fund for Employees) and INSS (National Social Security Institute) payments for employees and third parties;
- ✓ Management of employee overtime;
- ✓ Management of community suggestions and complaints;
- ✓ Management of training courses paid for by the company;
- ✓ Management of renewable energy;
- ✓ Management of sustainable product development.

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