

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 an Anti-Harassment and Discrimination Policy guided by the following guidelines:

- ✓ To promote a safe, healthy and respectful working environment, based on cordiality, trust, respect, dignified, honest and ethical conduct, regardless of any hierarchical position, job title, function, race, ethnic origin, gender, nationality, language, disability, religion, political belief, sexual orientation, among others;
- ✓ It prohibits any form of sexual harassment or abuse, which consists of an unacceptable and unrequested manifestation of a sexual nature that causes embarrassment, humiliation or fear;
- ✓ Prohibits any form of harassment or any kind of discrimination, i.e. exposing people to humiliating and embarrassing situations in the workplace while carrying out their activities;
- ✓ Prohibits any attitudes and forms that discriminate or cause embarrassment or intimidation among employees and third parties in relation to race, color, religion, political conviction, nationality, origin, age, marital status, gender, sexual orientation and relating to disabilities or physical and mental limitations;
- ✓ Prohibits any form of corporal punishment;
- ✓ Prevention of inappropriate behavior;
- ✓ Compliance with applicable legal and subscription requirements;
- ✓ If harassment or discrimination is proven, the sanctions defined in the Disciplinary Code will be applied.

Based on the following objectives:

- ✓ Managing complaints of harassment or discrimination;
- ✓ Training and awareness.