

CODE OF CONDUCT

Team Members



WORD FROM THE CEO

Dear employees,

Since the start of our professional development, honesty and respect have been the main principles to guide us. We appreciate these values in our relationship with customers, clients, commercial partners, environment and with the community. With your help, we are building a history of success which makes me proud, mainly for keeping such noble characteristics alive.

Aiming at maintaining our Code of Conduct updated and aligned with our corporate culture, I am sharing our third edition of the document.

Besides reinforcing our responsibility and commitment to integrity, ethics and transparency at each of our activities, this version brings the expected behavior in relation to current matters as remote work, diversity, inclusion, protection of personal information and the use of social networks.

As we are part of a dynamic and simple company, this material aims at transmitting objective and straightforward information which are necessary to all of you. It is important to emphasize that our Code of Conduct does not replace laws and regulations in force in Ourofino Agrociência, but it is an important tool in the maintenance of our values.

I hope you read it thoroughly, understanding each detail and helping us in maintaining a great work environment, a fact that accredits us as one of the best companies to work for.

Let's go forward!

Cordially,
Marcelo Abdo
CEO Ourofino Agrociência



Hello!

It aims at offering information, guidelines and references of how we can conduct our activities and act in an honest way, with integrity and compliance to laws and regulations which apply to our business, including Law no. 12.846 - Anticorruption law.

This document strengthens the commitment of Ourofino to transparency, integrity and respect to people, ensuring that clients, colleagues, commercial partners and communities who work with us reinforce the trust they have given us.

Our Code is also oriented by our **ethical values** which are protected by our company, such as:

- Respect
- Honesty and integrity
- Humility and courage
- Commitment to quality
- Responsibility
- Clarity and precision in the dissemination of information
- Preservation and sustainability

Read it carefully and consult it whenever necessary. If in doubt, ask. Our commitment and attitude are very important to guarantee our purpose of Reimagining Brazilian Agriculture.

Sincerely,
Agrilson



Our PURPOSE

OUR PURPOSE is related to our commitment to inspire a new era of development, productivity and growth, creating new possibilities for the challenges of Brazilian agriculture. To guide this work, we count on three pillars which direct our actions.



INNOVATING FOR BRAZILIAN AGRICULTURE:

Developing new products and solutions based on the needs and characteristics of tropical agriculture, in the enhancement and better use of the knowledge developed by Brazilian agriculture research, with simplicity, fast answers and smaller impact.

CONSTANT PRESENCE. BUILDING VALUE:

Establishing close and transparent relationships based on our Brazilian origin and experience, going beyond commercial approaches, presents on grower's daily activities, partners and agricultural communities, sharing knowledge, resources and building value.

GROWING WITH BRAZILIAN AGRICULTURE:

Encouraging and promoting entrepreneurship, interaction and collaboration among members of the agricultural community, growing together and contributing for the recognition and the evolution of Brazilian agriculture.

OUR PERSONALITY:

Agile and simple, open and collaborative, entrepreneurial attitude, transparent and engaging, Brazilian.



REIMAGINING BRAZILIAN AGRICULTURE

EXTERNAL VIEW

Nourish the world with sustainable practices and solutions

EXTERNAL MISSION

Reimagining Brazilian agriculture
Transforming knowledge into results



INTERNAL VIEW

Connect and transform agribusiness and people's lives

INTERNAL MISSION

Create innovative solutions with
Agility, simplicity and courage

OUR VALUES



APAIXONADOS
PELA VITÓRIA

Stamina and enthusiasm are our fuel to overcome results. We make it happen.

- We anticipate demands;
- We are direct and agile;
- We are committed to reaching challenging results.



GENTE
QUE BRILHA

We have courage, boldness and capability to reach the impossible. We translate ideas into actions.

- We enable a favorable environment for development;
- We practice empathy and respect indistinctly;
- We create and cultivate relationships of trust and synergy;



INOVANDO
PARA O FUTURO

We look ahead to build the desired future. Innovation is part of our DNA.

- We clearly and enthusiastically transmit our view of the future;
- We encourage transforming ideas to build a better world;
- We always evolve.



RESPECT AND EQUALITY

Respect for our environment and with whom we interact is essential in all situations.

Diversity and inclusion in the workplace are encouraged in all departments of Ourofino Agrociência, who employs and treats its team members with respect and dignity. Any sort of discrimination based on race, sexual orientation, gender identity, religion, age, marital status, political view, appearance, disability, nationality, financial status, or any other characteristics, are not tolerated by Ourofino.

Our recruiting, development and promotion procedures are transparent and defined based on the development, capacity and potential of each employee regarding the requirements of the role.

Working conditions considered as inhuman or degrading or any violation of fundamental rights, such as child labor, slave or forced labor, are not accepted under any circumstances, both inside the company as well as throughout our value chain.

RESPECT AND EQUALITY

Ourofino Agrociência, itself or through its management, values work environment where all, with no exceptions, independently of hierarchy, shall be treated with respect and politeness. Therefore, we do not tolerate any form of abuse or harassment, whether moral, discriminatory or sexual. Any act or behavior of such nature shall not be allowed nor tolerated. Those responsible for such harassment will be liable to its consequences and for the remediation of damages and shall receive disciplinary punishments, through graduated sanctions, according to the severity or reiteration of such undesirable conduct.

For more information please contact (preferably on the order presented below):



Leader



People
Management



Ethics Channel



HEALTH AND SAFETY

Ourofino Agrociência is committed to ensuring an adequate, safe and healthy working environment for its employees, visitors, customers and third parties, through management practices, equipment and safe facilities, as well as behavioral and cultural improvement.

Safety is a responsibility of all. Therefore, it is essential that employees follow safety standards and practices, adopt safe behaviors and take every precaution to protect themselves and their colleagues. Leaders should treat the safety concerns seriously, resolving problems with appropriate sense of priority

If you identify the occurrence of an accident, any practice and/or unsafe working conditions or any other behavior that may interfere with your safety or that of others, it is your duty to immediately report the situation to your manager or to seek out the local Health, Safety and Environment team (SSMA).

DOUBT: I have just seen a service provider in the industry dependencies who was not making proper use of PPE. I've already spoken directly to him/her and explained how much Ourofino takes everyone's safety seriously, but it didn't do any good. What should I do?

AGRILSON ANSWERS: You have acted correctly in warning the service provider about the importance of the PPE use. If there was no change in his behavior, immediately tell you Superior so that he/she can take the due measures.

For more information please contact (preferably on the order presented below):



Leader



HSE



Ethics Channel





PARTIES AND GATHERINGS

Celebrations of achievements, commemorative dates and participations in fairs and events of such nature are important to a team that is #passionateaboutvictory and for the integration among team members, clients and suppliers.

It is common that in occasions of such nature alcoholic beverages are served and in case there is no other professional activity being performed, team members shall consume such beverages conscientiously, focusing on their individual safety, self-image and the image of the company, since people tend to see us as representatives of Ourofino Agrociência.

For more information please contact (preferably on the order presented below):



Leader



Compliance



Ethics Channel



PRIVACY AND PROTECTION OF PERSONAL INFORMATION

Ourofino Agrociência respects the privacy of all its employees and third parties. Therefore, personal and/or sensitive information are obtained and used as needed for the business management and only to the ends which they were obtained for, complying with the principles defined in Law no. 13.709 - General Law of Personal Data Protection and, remaining restricted to the people who are duly authorized and who have evident need to access such data.

Personal information includes any information that enables the identification of an individual, directly or indirectly.

DOUBT: I have received an email requesting personal data from one of our employees for an alleged financing process of a property. What should I do?

AGRILSON ANSWERS: Even though you are faced with an apparently legitimate need to share personal data from which you have access due to your position, activity or responsibility in, make sure that you are authorized to grant such information, if the data is confidential and that they will be used appropriately. If in doubt, do not disclose it.

For further information or doubts, consult our Governance and Personal Data Protection Policy and Privacy Policy or (preferably in this order):



Leader



DPO

privacy@ourofinoagro.com.br





RELATIONSHIP WITH COMPETITORS

Ourofino Agrociência performs its activities promoting free market, contributing to economic development and growth. We respect our competitors and promote fair and loyal competition, based on ethical principles and according to applicable laws, so that we continue to have success in a globally competitive economy.

Employees who have contact with other competitors in the sector or who participate in meetings where individuals of our area participate need to be attentive and aware of sensitive themes which cannot be discussed or disclosed.

Arrange and fix prices
Boycotting a company

Allocation of customers or territories.
Refusal of sales

RELATIONSHIP WITH COMPETITORS

Furthermore, it is important to remember that no collaborator shall make any comments that are defamatory or knowingly mistaken about any competitor of Ourofino or their respective products. It is imperative that our employees respect the work of our competitors.

For more information please consult (preferably on the order presented below):



Leader



Compliance



Ethics Channel

RELATIONSHIP WITH CLIENTS

Ourofino Agrociência seeks to establish long term partnerships with its clients. No wonder, the commitment to quality is an important value for the company, essential to the treatment of our clients.

Thus, employees should always provide efficient service and have the total commitment to customer satisfaction.

For more information please consult (preferably on the order presented below):



Leader



Ethics
Channel

RELATIONSHIP WITH SUPPLIERS

Our relationship with suppliers is essential to the good flow of our business. Thus, we treat our suppliers fairly offering them the same business opportunities.

The purchase of products and services shall be guided by criteria related to quality, total cost, safety, terms and conditions and other factors that may impact our productive chain.

Ourofino Agrociência will carry out diligences to ensure minimizing risks in the hiring of suppliers, service providers, intermediary agents, brokers/dispatchers, consultants, commercial representatives and associates. Employees shall never negotiate with suppliers seeking personal advantages or in benefit of third parties, who are not Ourofino.

For more information please consult (preferably on the order presented below):



Leader



Procurement



Ethics Channel



RELATIONSHIP WITH PUBLIC BODIES

Ourofino Agrociência is committed to conducting its business without resorting to the practice of any unlawful practice or unfair advantage obtainment.

In the relationship of our employees with public officials and public bodies, we do not tolerate and do not agree with any practice which may configure or seem like an act of corruption. Thus, it is strictly prohibited to perform, promise or offer any type of illegal or inappropriate payment or benefit to any representative of the government.

Payments and illegal benefits or undue benefits are those carried out with the aim of obtaining some sort of government action in favor of Ourofino Agrociência.



RELATIONSHIP WITH PUBLIC BODIES

Money, gifts, trips, job offers, invitations to events, free products, are some examples of improper payments and benefits given to public agents, and that can be perceived with the objective of influencing who received them.

An unlawful or undue payment can shake the image of Ourofino Agrociência, in addition to generating civil and even criminal liability for the company and the employees involved. Sometimes, a person can be prosecuted for a practice that he/she had no knowledge to be illegal. In this way, employees should be very careful with these matters, asking for guidance whenever necessary.

DOUBT: I got to know that an external consultant who provides services to the company is making illegal payments to local authorities to obtain advantages under Ourofino's name. What should I do?

AGRILSON ANSWERS: You shall report your suspicion immediately to your manager or to the Ethic Channel, since this is an illegal practice which is prohibited by Ourofino Agrociência.

Even if it is a third party, Ourofino Agrociência may be considered co-responsible and be involved in legal proceedings. Bribery is never acceptable.

For further information, consult our Policy of Relationships with Public Agents or (preferably in this order):



Leader



Compliance



Ethics Channel



CONFIDENTIAL INFORMATION



Thus, we shall limit the type and quantity of sensitive information which we share with third-parties or even in public spaces. The disclosure of an undue information may set us back, cause financial losses or damage to our image.

Confidential information is that which can cause damage to Ourofino Agrociência if improperly disclosed. Some examples are:

- Pricing
- Expansion and Investment Plans.
- Employees, clients and third-party information.
- Patents or new brands registration.
- Production data.
- Development and Research efforts

If you do not know if a determined information is confidential or if it may be disclosed to third parties, do not disclose it.

Do not to leave confidential materials on desks or copiers. At the end of the day, put documents away in drawers or file cabinets. Employees must protect the confidentiality of passwords to access the systems and facilities of Ouro Fino. It is every one's duty to care for the proprietary information of Ourofino Agrociência so that it is duly protected and may not be accessed by non-authorized people.

For more information please consult (preferably on the order presented below):



Leader



Ethics Channel

REMOTE WORK AND WORK IN EXTERNAL ENVIRONMENTS



Thinking of the well-being and quality of life of our team members, Ourofino Agrociência has adopted a hybrid work system. With it, the team member may #InovateForTheFuture working partially in the office and partially remotely.

However, this work model must not, under any circumstances, generate loss of efficiency in the services provided, therefore the need of following up of the workforce by leaders must be considered, in this modality of work.

See some examples of the expected behavior during remote work:

- Be available during agreed periods and committed to the agreed deliveries;

- Do not act in an uncommitted, inattentive or negligent way;

- Reply to your leader's contacts, during work hours;

- Do not perform any other activity that is incompatible with the exercise of your role or function during work hours;

REMOTE WORK AND WORK IN EXTERNAL ENVIRONMENTS



Take care of the safety of data and information conveyed and shared, being attentive in public places and, preferably, use privacy screens in equipment;

Be connected to the VPN system to ensure safety of data;

Adopt appropriate and professional posture during the performance of video conferences and online meetings;

Be in accordance with the ergonomic guidelines established for hybrid work.

For more information please consult (preferably on the order presented below):



Leader



People
Management



Ethics Channel

GIFTS AND ENTERTAINMENT



Ourofino Agrociência understands that in the maintenance of business relationships it is common to offer small gifts to third parties and partners, and not accepting a gift may sometimes seem unpolite of us.

However, such presents must be appropriate and may not generate the feeling that a commitment has been made or of favoring the one who offers the gift or the one who receives it.. Inappropriate gifts and entertainment can negatively influence in business relationships.

Gifts and Entertainment acceptable by Ourofino Agrociência and which do not require approval to be accepted or offered are:

- Presents that do not exceed BRL 390,00 per beneficiary. Items with the company's logo are, usually, acceptable. You must still be aware of the value aforementioned;

- Business meals which are not extravagant (expensive alcoholic beverages or very refined dishes shall be avoided). In general, business meals do not include spouses or other guests;

- In case the meal is offered to a public official or any person who may have power to influence a government decision, only modest meals shall be offered, and the payment shall be made directly to the service provider, never to the public official, and reimbursement requested according to the internal policy of Ourofino Agrociência.

GIFTS AND ENTERTAINMENT



Before offering any gift or entertainment, the employee should ask if such action agrees with the Compliance policies of the client, partner or third party.

If there is any negotiation in transit, be it with a customer or supplier, the employee is prevented from accepting or offering gifts or presents.

Invitations to entertainment events (plays, concerts, sports events, among others) tend not to have direct relation with the business of Ourofino Agrociência. Thus, before accepting or offering it, discuss it with your manager.

In case the doubt persists, please contact the Ethical Committee through the Ethics Channel.

DOUBT: We created partnerships with other countries and in some cultures, it is an insult to decline a present. What should I do if I know the gift is not appropriate and that refusing it may damage the business relationship between Ourofino and the other party?

AGRILSON ANSWERS: If it is a habit to exchange presents in the local culture and you believe that may affect the business relationship of the company with the partner, you may accept the gift in the name of Ourofino. Right after that, you shall inform your manager so that an appropriate action is taken in relation to the gift received.

For further information or doubts, consult our Promotional Gifts, Presents and Hospitality Policy or (preferably in this order):



Leader

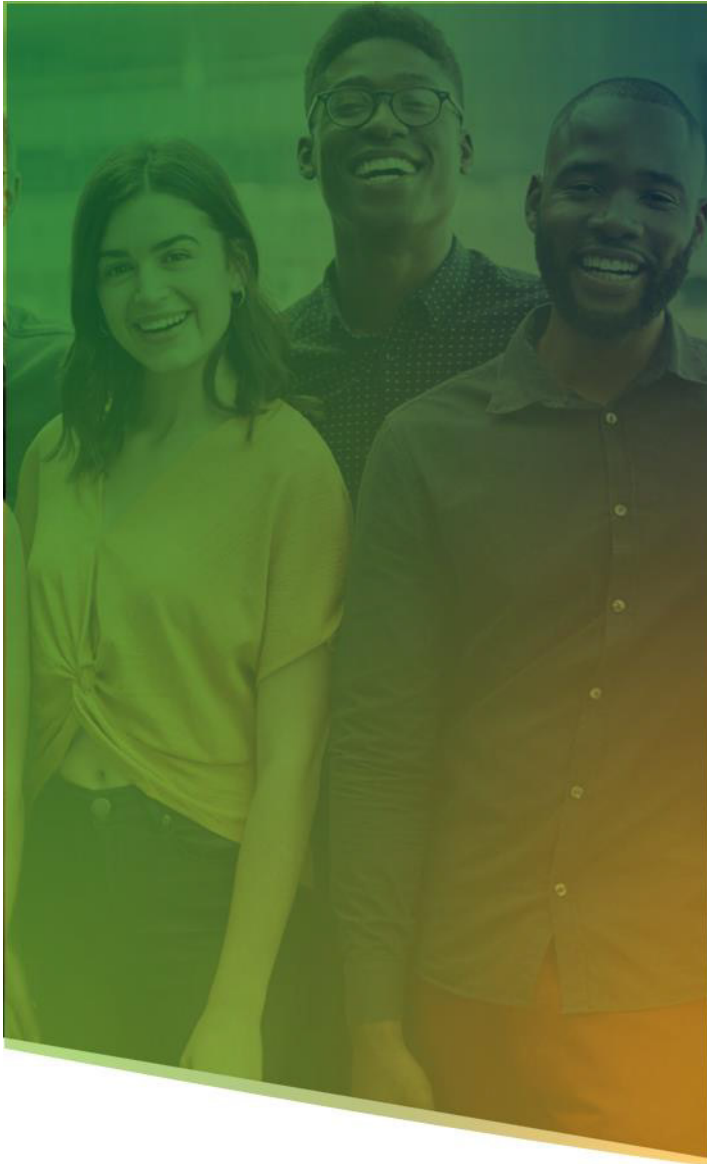


Compliance



Ethics Channel



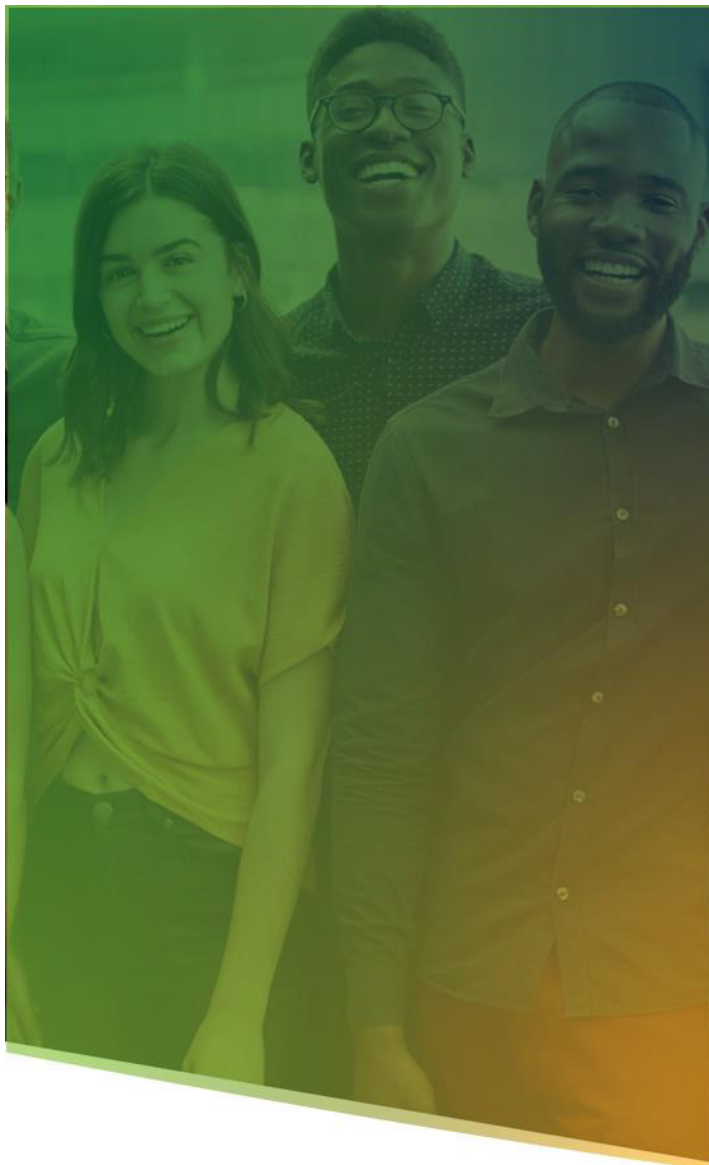


SPONSORING AND PHILANTHROPIC DONATIONS

Ourofino Agrociência invests in the well-being of its employees and the communities in which it is inserted, acting in partnership with non-governmental agencies, groups or social programs with the aim of developing those communities, providing job opportunities and greater social participation.

The company may grant sponsorships or donations to disseminate its name and brand to the public, provided that its purposes are clear, legitimate, in accordance with the legislation and consistent with the activities and its interests.

The company may grant sponsorships or donations to disseminate its name and brand to the public, provided that their purposes are clear, legitimate, in accordance with the legislation and consistent with its activities and interests.



SPONSORING AND PHILANTHROPIC DONATIONS

When participating in activities aimed at the development of the communities in which they are inserted, team members must respect the values that guide the activities of Company.

Ourofino Agrociência does not give donations or provide support for representatives or political activists, except in the exact terms of the legislation in force.

DOUBT: A friend of mine works for an NGO and has asked me for a donation to the project in which he works. How can we help him?

AGRILSON ANSWERS: No employee is authorized to make donations or social contributions on behalf of Ourofino Agrociência, regardless of their nature, be it to suppliers, service providers or for the execution of promotions, events, campaigns or actions of social development to third parties. Previously to giving any help or support, contact the Department of Social Performance and the Department of Risks and Compliance for more information.

For further information or doubts, consult our Policy of Donations, Policy of Sponsorship or (preferably in this order):



Leader



Social
Performance



Compliance





ENVIRONMENT AND SUSTAINABILITY

Ourofino Agrociência carries out its activities in accordance with the environmental legislation and with the best practices, establishing internal policies that reflect its actions in favor of environmental preservation and sustainability.

Search for sustainable development shall not be only a practice from the company. Every employee must comply with the internal standards, as well as reporting to his/her managers if they suspect of any environmental incident or accident, risks and possible undesirable environmental impacts as well as any other irregularity.

For more information please contact (preferably on the order presented below):



Leader



HSE



Ethics Channel



EXTERNAL COMMUNICATION

We have the duty of communicating transparently and honestly.

That means no employee may speak on behalf Ourofino Agrociência, give any type of interview or consent on using his/her image or of his/her workplace, whether in video, photo or any other way of visual record, without the prior authorization of the Communication and Marketing Area of Ourofino.

When in doubt please ask.

DOUBT: A journalist has contacted me so that he/she could understand better some news which are being published and impact Ouro Fino. Since I know it is a rumor, may I answer the journalist?

AGRILSON ANSWERS: No. We understand your intentions are the best possible and that you are only trying to protect the company, however you shall not share any type of information unless you were previously authorized to do so. Such information may be confidential or need to be confirmed by other internal sources. In this case, contact the Strategic Marketing and Communication area and inform them about the situation.

For more information please contact (preferably on the order presented below):



Leader



Communication



Ethics Channel





SOCIAL NETWORKS

Ourofino Agrociência has official channels in social media and only such channels may publish and express opinions on behalf of the Company. There are profiles designated by the Internal Communication and Strategic Communication Sectors, which are authorized to speak on behalf of the brand on social media.

The publication of opinions from team members, third parties or partners on social media is totally private, being any association, direct or indirect, with the brand Ourofino Agrociência prohibited. It is important to emphasize that releasing confidential Information under personal profiles is prohibited and, registering your personal profile under your corporate e-mail is also prohibited.

DOUBT: We have had an action or a talk that was very nice in the company and I would like to make a post on LinkedIn and Instagram telling my contacts how the experience was like. May I share this experience with my contacts?

AGRILSON ANSWERS: Of course! Feel free to republish the contents of our social networks and to create your own too, especially if they positively impact the reputation of our brand. Remember to reflect before publishing content, respecting the image of the company and be careful not to disclose any confidential data in your publication, always speaking on your behalf and not on behalf of Ourofino Agrociência.

For more information please contact (preferably on the order presented below):



Leader



Marketing



Communication



Social Performance





INTEREST CONFLICTS

It is important to avoid situations in which personal, social, financial or politic interests generate conflict with the interests of Ourofino Agrociência. Interest Conflicts may influence our decisions and interfere in our judgment and in our performance.

Conflicts of interest may arise through external activities, relationships, investments and other commitments that may affect the objectivity, transparency and credibility of the parties and Ourofino Agrociência itself in the conduct of its business. Interest Conflicts may happen in many ways. Some examples are:

- Contracting products or services from companies which belong to close relatives or friends with no transparent and fair bidding process.
- Having another job which makes use of information or resources of Ourofino Agrociência and that affects your performance in the company.
- Hiring close relatives to work under your supervision.



INTEREST CONFLICTS

Being related to or having affective relationships with employees, suppliers and clients are not prohibited, however in certain circumstances, they may generate conflict of interests. It is important that if you identify a conflict, whether it is real, potential or apparent, you fill out the Conflict of Interests Statement available on the Intranet.

In the event of a conflict of interest that puts the interests of Ourofino Agrociência at risk, Ourofino Agrociência reserves the right to promote modifications with the aim of mitigating or neutralizing any risks.

For further information or doubts, consult our Policy of Interest Conflicts or (preferably in this order):



Leader



Compliance



Ethics Channel



PROTECTION OF THE COMPANY'S ASSETS AND RESOURCES

The assets and resources of Ourofino Agrociência are all tools we use in search of productivity and results. When misused, the performance of the company may be jeopardized.

The same care given to employee's own belongings shall be given to protect and care for company's assets.

All assets of Ourofino shall be used only for valid commercial ends and never for own benefit or for any other personal interest or interests of third parties. The assets of the company include vehicles, office supplies, equipment, facilities, computers, networks, systems, telephones being landlines or mobile, printers, Internet services, e-mail, and the brand of Ourofino itself.

Remember:

- Never use computers or the network of the company in case such use may jeopardize the safety and integrity of the company's information.
- Never use computers or the network of the Ourofino Agrociência to access, share or receive materials which violate the guidelines of this code, other internal policies, which may be illegal or inappropriate (as pornography and obscenities, discrimination, terrorism, games, political party propaganda, or chain mail).
- Never lend, donate, sell or discard any company assets of Ourofino Agrociência that are under your responsibility or without prior authorization.

For more information please consult (preferably on the order presented below:



Leader



Asset
Security



Ethics Channel





PRECISION OF RECORDS OF THE COMPANY

Clarity and precision in the dissemination of information are important values of Ourofino Agrociência. Thus, the company values total transparency of its transactions.

Collaborators of Ourofino shall ensure that every operation or transaction performed be registered in an upright and complete way, including all expenses related to third parties.

In order to know if you registered your operation or transaction according to the requirement above you only need to observe if your answer is affirmative to the following question:

- Would an individual who is independent from this process understand what this operation was, who it was made with, who benefited from it and why it has been executed?

In case there is suspicion or awareness that any person is falsifying the records of Ourofino Agrociência or attempting to, in any other way, to camouflage incurred payments, you should immediately communicate your concern.

DOUBT: I do not work for the financial nor for the accounting department. Is this section of the Code applicable to me as well?

AGRILSON ANSWERS: It sure is. Registration of invoices, registration of worked hours, travel expenses reports, registration of production, are all examples of records of the company that shall be performed and maintained with precision..

For more information please consult (preferably on the order presented below):



Leader



Controllershship



Ethics Channel





MAKING ETHICAL DECISIONS

In case you have doubts of each decision to make or if you do know how to identify if a determined behavior is appropriate or not, ask yourself the following questions:

- Is it legal?
- Am I acting in accordance with this Code or with the internal policies of the company?
- Am I in accordance with the values expected by the company?
- How would our current and future partners react if they knew about this situation?

Finally, ask yourself if you would be proud of telling your family and friends about this behavior, or if you would be comfortable in seeing it published on the papers.

Negative answers constitute inappropriate actions.



COMPLIANCE WITH THE CODE

The compliance with the Code of Conduct is mandatory to all employees and administrators of Ourofino Agrociência. Thus, it is important for all to know that behaviors which are in disagreement with those contemplated in this Code may lead to disciplinary action, which include the end of the employment relation. In cases where the violation of the Code of Conduct implicates in the violation of the law a criminal proceeding may result from it.

We all must know the rules applicable to activities that we perform (including legal obligations, internal policies and procedures) and act in accordance with them.

This code does not cover all possible ethical matters related to the work of the collaborator and, thus, Ourofino Agrociência may apply disciplinary measures guided by common sense and applicable legislation.



REPORTING CONCERNS

It is important for the company to know about possible violations of the Code of Conduct or doubts raised on expected behaviors so that the due remediation actions are taken to mitigate or correct deviations.

Usually, your manager is in a better position to guide you in relation to concerns or expected ethical conduct. Therefore, it is important for you to contact your manager first in order to have guidance.

However, there are available alternatives. The employee may contact the superior of his manager. For matters relating to work environment, the employee may consult the department of People Management.

In case you do not feel comfortable, for reasons that are clearly fair, to take the suggested paths or if you have already tried, contact the Ethical Channel of Ourofino Agrociência through the available channels:



Free telephone:

0800 891 4636



WhatsApp:

(11) 4780-6110



E-mail:

etica.ourofinoagro@resguarda.com



Site:

resguarda.com/ourofinoagro

Complaints are received by the Ethics Committee of Ourofino Agrociência, which guarantees good faith reporters, confidentiality and non-retaliation, and you can also follow the investigation through the email you will receive containing the protocol number and password to access the information.

The Ethical Channel is available for all employees of Ourofino, 24 hours a day, 7days a week, through an independent consulting firm. For any of the options you choose we guarantee your identity will be kept in secrecy.



PROTECTION TO THE COMMUNICATING PARTY

Ourofino Agrociência will not tolerate any type of retaliation against any person who, in good faith, has reported a non-conformity with the Code of Conduct or norm, be it through the Ethical Channel or other means of communication, independently of the complaint being only a suspicion or a fact.

A Retaliation consists in any direct or indirect decision, act or threat made against an employee who has reported an illegal or anti ethical act or who has eventually participated of an internal investigation process.

In case the employee has been a victim of retaliation, he shall contact (preferably in this order):



Leader



People
Management



Ethics Channel

