



Code of conduct for third parties



ourofino
agrociência

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INTRODUCTION

The present **Code of Conduct** aims to guide the conduct of third parties who have a relationship with or act on behalf of **Ourofino Agrociência**, so that their relationships with customers, suppliers, government agencies and officials, the press, the environment, and the community, among others, are guided by the ethical and moral principles of **Ourofino Agrociência**, adopting socially responsible practices that aim at the well-being of people and the protection of the environment.

The Code of Conduct of Ourofino Agrociência strengthens the commitment of transparency of the company with all audiences and with **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.



REIMAGINING BRAZILIAN AGRICULTURE

EXTERNAL VIEW: Nourish the world with solutions and sustainable practices.

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

PASSIONATE ABOUT VICTORY: 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.

PEOPLE WHO SHINE: 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;

INNOVATING TO THE FUTURE: 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;
- Incentivamos ideias transformadoras.

RESPECT AND EQUALITY



The **third party** must ensure a respectful work environment for its employees and provide basic working conditions in accordance with:

- local labor legislation.
- Agreements, treaties and international conventions, such as the Universal Declaration of Human Rights from the NU.
- Regulations issued by the International Labor Organization.

Ourofino Agrociência expects that, like itself, diversity and inclusion in the workplace are encouraged by the third party.

The **third party** shall ensure a work environment which is free from any type of discrimination or any way of abuse or harassment and ensure that all individuals are treated with dignity and that their rights are preserved.

The **third party** should not use slave or forced labor in the execution of its operational activities, and it should also refrain from employing child labor, in compliance with the minimum age stipulated by local legislation.

HEALTH AND SAFETY



The third party shall ensure an appropriate and safe work environment to its employees and visitors, according to the nature of the activity of each individual and with local legislation. The third party should provide an environment that meets legal requirements for occupational health and safety, promoting quality of life and taking measures to prevent accidents and harm to health.

Safety is the responsibility of all. Therefore, it is essential that the third party's employees demonstrate personal commitment when on duty within **Ourofino Agrociência's** premises and adhere to all established safety regulations.

PRIVACY AND PROTECTION OF PERSONAL INFORMATION



The third party must protect the privacy of personal information of all its employees or business partners, in compliance with the principles defined in Law No. 13,709 – General Data Protection Law.

The third party also has the obligation to ensure the protection and reliability of all information belonging to **Ourofino Agrociência** and other business partners to which it may have access. Disclosure or sharing of this information without prior authorization from Ourofino Agrociência is prohibited. The Third Party commits to handling personal data solely and exclusively for the purpose for which the processing is intended.

RELATIONSHIP WITH COMPETITORS



Ourofino Agrociência respects its competitors and promotes fair and legal competition, based on ethical principles and according to applicable legislations.

Third parties must be aware of and comply with all obligations arising from applicable laws related to free market and competition.

Below, we provide some examples of anticompetitive conduct that are disapproved by **Ourofino Agrociência**:

- Arrange and fix prices;
- Boycotting a company;
- Allocation of customers or territories;
- Refusal of sales.

RELATIONSHIP WITH CUSTOMERS



Ourofino Agrociência seeks to establish long-term partnerships with its clients. Indeed, a commitment to quality is an important value for **Ourofino Agrociência** and is essential in dealing with all customers.

Thus, for those third parties who have direct access to our customers, an efficient care and the total commitment to customer satisfaction shall be ensured.

DUE DILIGENCE



Due diligence is a review of business operations, ownership, reputation, legal history, and other factors that provide insights into a company's commitment to legal and ethical business practices. Due diligence should be conducted before entering into a business agreement with a third party and periodically throughout the business relationship.

To meet **Ourofino Agrociência** integrity standards, third parties interested in establishing or maintaining a relationship need to provide information about their organizational structure, relationships with public officials, integrity history, relationships with other third parties, and their integrity controls.

CONFIDENTIAL INFORMATION



Information is a precious asset to **Ourofino Agrociência**. Therefore, the disclosure of confidential information or proprietary information of **Ourofino Agrociência** unduly, albeit by carelessness, is not acceptable.

The disclosure of any information of ownership of **Ourofino Agrociência** may be made only with prior approval. The **third party** shall maintain such obligation ever after the conclusion of the labor relationship.

The disclosure of an undue information may set **Ourofino Agrociência** back, cause financial losses or damage to its image.

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.

ANTI CORRUPTION AND ANTI BRIBERY



Ourofino Agrociência is committed to conducting its business without resorting to the practice of any unlawful practice or unfair advantage obtainment and is subject to Brazilian legislation and the Anti-Corruption Law No. 12,846, dated August 1, 2013, and related legislation.

Therefore, the **third party** must not engage in any harmful acts towards public administration, including offering undue advantages, fraud, or manipulations in bids, competitions, or contracts.

The **third party** must not promise or offer any undue advantages such as money, real estate or personal property, or any other economic benefit as a gratuity, commission, prize, donation, or gifts to or from any person, employee, or partner of **Ourofino Agrociência**, with the aim of obtaining commercial relationships or advantages, or to influence decision-making.

The **third-party** shall equally not accept any type of undue advantage or gifts from other third-parties, using the relationship with Ourofino Agrociência as a differentiator.

Any violation of Law No. 12.846, the Anti-Corruption Law, and this **Code of Conduct** may result in contract termination on the part of **Ourofino Agrociência** and the withdrawal of the name of the third party out of the list of business partners.

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 impolite to the one who will receive it.

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

Gifts, however, may only present symbolic value (not over BRL 390,00 per beneficiary) or with no commercial value, preferably

of promotional characteristics and distributed to all other clients of the third party.

Ourofino Agrociência in the scope of relationships with Public Agents and in accordance with the Decree no. 10.889/2021 establishes the criteria below:

- a) Offering presents to any public agent is prohibited.
- b) Hospitalities may be given to a public agent if it is authorized and that it is in the institutional interest of the relevant body or entity.

Before offering any gift or entertainment, the third party 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 third party is prevented from accepting or offering gifts or presents.

If the third party has doubts on whether the item offered is appropriate or not, or if it does not meet the requirements above, the third party must consult his manager.

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. However, the search for sustainable development shall not be only a practice from the company.

Thus, our third parties shall ensure the compliance with legislation and of the current environmental regulations, acting and operating in a way that protects the environment, as they are applicable to the business operations.

EXTERNAL COMMUNICATION



That means no third party may speak on behalf of **Ourofino Agrociência**, give any type of interview or consent on using the image of the company, whether in video, photo or any other way of visual record, without the prior authorization of the **Strategic Communication Area** of **Ourofino Agrociência**.

The third party must respect the values of **Ourofino Agrociência**, its image and this **Code of Conduct** when mentioning or referring to the company on social media.

SOCIAL NETWORKS



Ourofino Agrociência has official channels in social media and only such channels represent the company. Third parties who choose to register on social media platforms should do so in their own name, using their private resources, without using the name of **Ourofino Agrociência**.

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 prohibited. It is important to emphasize that releasing confidential or internal Information under personal profiles is prohibited as registering them in your corporate e-mail.

CONFLICT OF INTERESTS



Third parties must never offer or accept any form of advantage or payment in order to obtain benefits that create conflicts of interest between the interests of the third parties or of **Ourofino Agrociência**.

In case there is any private relationship, of a habitual nature, between the third party and the employee of **Ourofino Agrociência**, such relationship shall be immediately communicated.

Examples of conflicts of interest are:

- You are our supplier and has a personal or affective relationship with an employee of **Ourofino Agrociência** who has hired you or is responsible for the decision to hire you;
- You are a third party in **Ourofino Agrociência** and perform external activities that involve the use of information of Ourofino that shall not be revealed.

PROTECTION OF THE COMPANY'S ASSETS AND RESOURCES



The assets of **Ourofino Agrociência** are all tools we use in search of productivity and results.

The third parties who use any assets of the company shall use them in an appropriate way and to the ends they are proposed to.

In case the third party has access to the IT resource, they shall not use the computers or the network of the company to access, share or receive material which violate the guidelines of this code, may be illegal, or which violate our confidentiality policy or other internal policies.

PRECISION OF RECORDS OF THE COMPANY



Clarity and precision in the dissemination of information are important values of **Ourofino Agrociência**. Thus, all third party shall provide complete, precise and reliable information ensuring their veracity.

Ourofino Agrociência shall not admit any distortions of number that may reflect in its accounting records or financial results.

COMPLIANCE WITH THE CODE



This **code** is of mandatory compliance. Thus, it is important for all to know that behaviors which are in disagreement with those contemplated in this **code** may lead to disciplinary actions or sanctions, which include the end of the contract, with no damage to the imputable legal responsibilities.

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

REPORTING CONCERNS



Ourofino Agrociência faces acts of breach of the company's **Code of Conduct** very seriously as of its internal policies and norms. It is important that Ourofino Agrociência knows more about possible violations or doubts about expected behaviors so that they can take due measures of remediation and correct deviations.

If you suspect any violation, please contact the **Ethics Hotline** of **Ourofino Agrociência** through the available contacts below:

Free telephone:
0800 891 4636

WhatsApp:
(11) 4780-6110

E-mail:
etica.ourofinoagro@resguarda.com

Site:
resguarda.com/ourofinoagro



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

PROTECTION TO REPORTERS

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 **Ethics 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 individual who has reported an illegal or anti ethical act or who has eventually participated of an internal investigation process.



GLOSSARY

Third Party: all those who for a fee or free of charge, provide any type of service and/or supply materials and/or inputs to Ourofino Agrociência or, in any way, perform any activity or function for Ourofino Agrociência.

Employee: employees, trainees, apprentices, managers and other people who work for Ourofino Agrociência.

Public agent: every and each employee, server or political agent who acts or maintains a position, employment or public duty, be it in city, state or federal levels. Examples of public agents: politicians, employees of public bodies (as Banco do Brasil, Caixa Econômica Federal, Post Office and others), administrative agents related to State organs (such as INSS, IBAMA, MAPA, among others) and all others that practice professional and remunerated activities be them permanent or temporary.



GLOSSARY

Bribery: illicit practice which consists in requesting and/or inducing someone to practice a determined act in exchange for money, material assets or any other private benefits to the individual or to third parties related to him/her, as relatives, for instance.

Compliance: means acting in accordance with guidelines, norms, policies, Codes and national and international laws.

ADOPTION OF THE CODE OF CONDUCT OF OUROFINO AGROCIÊNCIA BY THIRD PARTIES

I hereby declare I have received the Code of Conduct to Third Parties from Ouro Fino Química S.A and confirm that:

- I have read it carefully and I understood it fully committing myself to comply integrally to the conditions presented on this code.
- I am aware of my obligation, from this date forward, to disseminate this Code to all employees and subcontractors who have a relationship or act alongside Ourofino Agrociência through our organization, ensuring that everyone is aware of it and capable of complying with it.

Company Name: _____

CNPJ (BRAZILIAN TAXPAYER NUMBER: _____

Name of Legal Representative: _____

Position of Legal Representative: _____

CPF (or passport) of Legal Representative: _____

____/____/____
Date and Place

Signature



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