



**KASZNAR
LEONARDOS**

Sustainability **Policy**



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Technical Information

DEVELOPED BY:

GERAÇÃO SOCIAL

ESG Consultancy

REVIEWED BY:

FÁTIMA BARREIRAS

ARTHUR VITOR

HR Manager and HR Analyst

APPROVED BY:

RONALDO MAGALHÃES

Partner and CFO

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1. Introduction

The Sustainability Policy implemented at Kasznar Leonardos is an expression of our firm's commitment to adopt social and environmental guidelines, focusing on the best practices in terms of transparency and building solid relationships with all stakeholders. It plays a crucial role as a guideline, underpinning our actions and decisions towards the company's essential mission to promote sustainability and responsibility at all levels of the organization.

2. Related Policies

- » Code of Ethics and Compliance;
- » Donations Policy;
- » Policy against harassment and violence in the workplace;
- » Diversity, Equity and Inclusion Policy;
- » Social Responsibility Policy;
- » Privacy Policy;
- » Information Security Policy;
- » Quality Policy and Goals;
- » Corporate Volunteering Policy;
- » Sustainable Procurement Policy;
- » UN Programs:
 - » Universal Declaration of Human Rights, UN;
 - » Free and Equal, UN - Standards of Business Conduct;
 - » UN Global Compact;
 - » UN WEPs - Women's Empowerment Principles.

3. Scope

This policy applies to Kasznar Leonardos' operations as a whole, extending to its business units and applying to all its collaborators, including partners, employees, apprentices, associates, and/or trainees. Additionally, it steers all our interactions with stakeholders, directly or indirectly tied to the firm..

4. Definitions

ANTI-HARASSMENT

Practices and actions aimed at combating all forms of harassment in the workplace.

ANTI-CORRUPTION

Corporate practices in strict compliance with the law, in accordance with the current laws, to combat corruption.

ACCESSIBILITY

This means affording persons with disabilities the ability to use organizational environments, urban spaces, transportation services, means of communication and information, the educational system, eliminating barriers and ensuring the social inclusion of persons with any kind of disability.

CIPA

Acronym for of Accident Prevention Committee. Its role is to prevent work-related accidents and illnesses, and it is made up of both collaborators and employers.

SUSTAINABLE PROCUREMENT

Consists of acquiring goods and services in a way that minimizes environmental, social and economic impacts, incorporating principles of Corporate Social Responsibility, specifications and criteria for environmental and social preservation, and committing to sustainability values throughout the products' life cycle.

LOCAL COMMUNITY

The group of people living in close geographical or social proximity to a given area, project or organization. This community is directly impacted by the operations and initiatives of the entity in question.

CONFLICTS OF INTEREST

They occur when various issues (professional, financial, family, political, or personal) are capable of interfering with people's judgment when carrying out their duties within organizations.

COMPLIANCE

This refers to the compliance with or adherence to the rules imposed by the laws and regulations applying to the business.

SUSTAINABLE DEVELOPMENT

Approach that seeks to balance economic growth, social inclusion and preservation of the environment, thereby ensuring that the current needs are met without compromising the future generations' ability to meet their own demands. Sustainable development aims to reconcile the economic, social and environmental aspects, ensuring long-term prosperity without damaging the environment or compromising social justice.

DIVERSITY

The quality of what is diverse, different, dissimilar, plural, varied, multiple. Set of differences and similarities that define people and make them unique, for example, according to their ethnicity/race, gender, sexual orientation, disability, religion, age or nationality.

LOCAL ECONOMY

This means prioritizing the acquisition of materials and services from local suppliers to drive regional economic growth.

ENERGY EFFICIENCY

Rational, effective use of energy to meet human needs without compromising the environment.

RENEWABLE ENERGIES

Also known as alternative energy or clean energy, this refers to all energies that come from sources that do not cause major adverse environmental impacts and are non-exhaustible. These include solar energy, which comes from sunlight, and wind power, derived from the air and winds.

EQUITY

This means that people should be treated equally or differently to make up for the historical disadvantages suffered by minority groups.

ESG

Acronym for environmental, social and governance, which refers to an organization's environmental, social and governance practices.

CORPORATE GOVERNANCE

System by which companies and other organizations are managed, monitored and motivated, involving the relationships between shareholders, the board of directors, management, supervisory and control bodies, and other stakeholders.

INCLUSION

Establishing welcoming environments, eliminating barriers, and promoting active participation, ensuring equal opportunities for everyone to contribute and flourish.

FREE & EQUAL (UN-PROPOSED STANDARDS OF BUSINESS CONDUCT)

Implementation of standards of conduct that seek to eradicate discrimination against the LGBTQI+ community in the workplace.

CLIMATE CHANGE

Long-term changes in temperature and climate patterns, encompassing natural and man-made changes.

STAKEHOLDERS

Individuals, groups, or entities having an interest in or affected by an organization's activities, decisions or performance.

SHARING IN THE PROFITS OR RESULTS (PLR)

Benefit offered by companies to their collaborators, which consists of passing on part of the company's profits to the workers who helped the business achieve its results.

GLOBAL COMPACT

Commitment to the fundamental values proposed by the UN Global Compact in the fields of human rights, labor, environment, and anti-corruption.

FAIR LABOR PRACTICES

Policies, procedures and postures adopted to ensure ethical, respectful, and fair working conditions for all collaborators, fully respecting the current labor rights.

ECONOMIC RESPONSIBILITY

The commitment to conduct operations in an economically sustainable manner, contributing to the communities' development.

FINANCIAL RESPONSIBILITY

The organization's commitment to managing its financial resources in a responsible, transparent, efficient, sustainable manner.

SOCIO-ENVIRONMENTAL RESPONSIBILITY

Commitment to practices that consider the social and environmental impacts of the entity's operations, in view of the well-being of society and the preservation of the environment.

OCCUPATIONAL HEALTH AND SAFETY

Set of standards and procedures legally imposed on companies and collaborators, to prevent work-related illnesses and accidents and protect the workers' physical integrity.

SUSTAINABILITY

The ability to conduct business activities and operations in such a way as to ensure long-term environmental, social and economic continuity and balance.

GREEN TECHNOLOGIES

Technological innovations and practices that minimize environmental impacts and promote the efficient use of natural resources.

TRANSPARENCY

The principle of disclosing information in a clear, accessible, comprehensible manner, which instills trust between the company and its stakeholders.

WEPS – WOMEN’S EMPOWERMENT PRINCIPLES

Commitment to the UN principles that seek to promote gender equality in the workplace, in the entity’s leadership, and throughout the supply chain.

5. Sustainability Principles and Commitments

5.1. ECONOMIC RESPONSIBILITY

We are committed to conducting our operations in an economically sustainable manner, driving responsible growth that contributes to the economic development of the communities in which we operate. **Actions:**

DEVELOPING AND IMPLEMENTING SUSTAINABLE FINANCIAL MANAGEMENT PRACTICES:

- » Establishing and reinforcing financial practices that prioritize efficiency, transparency and responsibility;
 - » Regularly assessing financial performance, identifying opportunities for ongoing improvement.
-

SHARED VALUE AND SHARING IN THE PROFITS OR RESULTS (PLR):

- » Sharing, whenever possible, a portion of the firm's profits and results with the collaborators who contributed to the results is a way of recognizing and motivating the collaborators;
 - » Setting sustainable goals that align the company's economic performance with its social and environmental ambitions.
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BOOSTING THE LOCAL ECONOMY:

- » Prioritizing the acquisition of materials and inputs from local suppliers, thereby fostering the development of the regional economy;
- » Collaborating with local small and medium-sized enterprises, to strengthen the network of sustainable businesses in the community.

CREATING DIRECT AND INDIRECT JOBS:

- » Encouraging the creation of decent, secure jobs, thereby contributing to the community's well-being and reducing unemployment;
 - » Promoting projects and training to strengthen local skills and facilitate the access to the job market by minority communities.
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RESPONSIBLE TAX PAYMENTS:

- » Strictly adhering to all fiscal and tax duties, contributing to the financing of essential public services;
 - » Collaborating with the tax authorities to ensure transparency and full compliance with the applicable tax laws.
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FOSTERING SUSTAINABLE BUSINESS PARTNERS:

- » Selecting business partners who share the same sustainability values and commitments;
- » Establishing clear guidelines to promote ethical and sustainable practices throughout the value chain.

5.2. ANTI-CORRUPTION PRACTICES

We categorically disavow corruption of all kinds. We believe in business practices based on ethics, transparency, honesty, and in full compliance with all current, material anti-corruption laws and regulations. **Actions:**

REGULAR TRAINING ON ANTI-CORRUPTION POLICIES:

- » Administering training to all collaborators, which stresses the importance of business ethics and provides clear instructions about the anti-corruption practices tailored to our legal department;

- » Ensuring that each team member is fully advised of all anti-corruption policies and procedures, which are crucial to protect our clients' innovations.
-

SAFE REPORTING ENVIRONMENT:

- » Establishing and promoting confidential, safe reporting channels, especially created to ensure that collaborators and other stakeholders feel comfortable to report suspicions of corruption without fear of retaliation;
 - » Fostering an organizational culture based on transparency, which sees reporting misconducts as an essential tool to prevent and identify suspicious behaviors early on.
-

MEASURES TO REFRAIN ETHICAL FAILINGS AND VIOLATIONS OF THE LAW:

- » Developing and implementing specific policies to address ethical conduct and compliance with laws and regulations, adapted to the complexity of our
 - » legal issues;
 - » Conducting regular audits to assess compliance and the effectiveness of the anti-corruption measures adopted.
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DATA MANAGEMENT AND PROTECTION:

- » Integrating ethical practices into data management and protection, ensuring that all legal information is handled responsibly and in full compliance with all privacy and information security laws;
- » Reinforcing transparency in the use and sharing of data, strengthening the trust between collaborators, clients, partners and stakeholders within our highly specialized segment;
- » Developing and implementing specific policies to address ethical practices for data management and protection and regulations adapted to the complexity of our legal issues.

PREVENTING FRAUD, BRIBERY AND UNFAIR CONDUCTS:

- » Conducting regular, tailored audits, as a way to maintain internal controls, to prevent and detect fraud, bribery and unfair conducts, in light of the peculiarities of our legal issues;
- » Conducting regular audits to identify risks, map potential vulnerabilities specifically related to the segment, and implement corrective and preventive actions.

5.3. CLIMATE STRATEGY

We take a proactive stance towards the management of our environmental impacts. We are committed to designing and implementing climate strategies to reduce our carbon footprint, boost energy efficiency, and promote environmental sustainability in all our operations. **Actions:**

INVESTING IN GREEN TECHNOLOGIES AND SUSTAINABLE PROCESSES:

- » Allocating resources to the implementation of green technologies and other initiatives that significantly reduce our operations' carbon emissions.

PROMOTING AWARENESS OF THE IMPORTANCE OF SAVING NATURAL AND ENERGY RESOURCES:

- » Implementing internal and/or external efforts to raise awareness of the importance of saving natural and energy resources;
- » Engaging collaborators, partners and local communities in initiatives that encourage sustainable practices and the conservation of environmental resources.

CARBON EMISSION TRADING:

- » Actively participating in the acquisition of carbon credits as an integral part of our strategy to offset unavoidable emissions.

INNOVATION IN POWER EFFICIENCY:

- » Allocating resources to the implementation of technologies that promote power efficiency in all stages of our operations;
- » Establishing tangible goals to reduce power consumption, encouraging practices that minimize our environmental impact.

TRANSPARENT REPORTING:

- » Highlight, under a biannual sustainability report, the material advancements and initiatives adopted to reduce our carbon footprint, reinforcing our commitment to transparency and sustainability.

5.4. FAIR LABOR PRACTICES

We are committed to ensuring fair labor practices, fostering a safe, diverse, equitable, inclusive, respectful, and ethical work environment for all collaborators - our own, as well as outsourced workers. Our approach involves respecting all labor rights, professional development, recruiting and retaining talents, to ensure that our teams are qualified and motivated. **Actions:**

- » Ensuring fair labor practices, promoting a safe, diverse, equitable and inclusive work environment for all collaborators;

- » Implementing professional development programs, with fair wages and benefits assured all collaborators;
- » Assuring compliance with all regulatory standards, labor laws and collective labor agreements.

5.5. OCCUPATIONAL HEALTH AND SAFETY

We prioritize the health and safety of our collaborators, implementing measures and procedures that ensure safe working environments, according to legal standards and procedures. Our efforts include promoting the well-being, occupational health and safety of all direct and indirect collaborators, to prevent occupational diseases, work-related accidents and protect the workers' physical integrity. **Actions:**

REGULAR HEALTH AND SAFETY ACTIONS:

- » Conducting audits, producing technical reports, examinations and regular mappings to assess the risks and the effectiveness of the occupational health and safety measures implemented in the workplace;
- » Identifying areas for improvement and implementing corrective and preventive actions to continually reinforce the safety standards.

PERIODIC TRAINING

- » We are committed to offering specialized training to the fire brigade, qualifying representatives to act effectively in emergency situations;
- » We are committed to administering and offering training to the CIPA, according to the current regulatory standards, to ensure that our representatives are well-versed on the practices to prevent work-related accidents and harassment in the workplace;
- » We are committed to offering regular escape training to all our collaborators, and to training representatives to act effectively in emergency situations as well.

ACTIVE PROMOTION OF OCCUPATIONAL WELL-BEING:

- » Implementing programs and actions that ensure the collaborators' physical and mental well-being;
- » Offering psychological support services and actions and guidance on occupational health to ensure a healthy, balanced work environment;
- » Developing proactive strategies to prevent occupational accidents and illnesses, identifying and eliminating potential risks;
- » Keeping incident records, according to the current legislation, for future analysis and the implementation of preventive and corrective measures.

5.6. DIVERSITY, EQUITY AND INCLUSION:

We value diversity within our team and are committed to promoting equity and inclusion in all our people management practices, according to our Diversity, Equity and Inclusion Policy and our Social Responsibility Policy. Our efforts involve taking a conscientious, active approach to promoting a work environment and an organizational culture that value and respects the diversity of all our collaborators, in terms of gender, ethnic-racial diversity, sexual orientation, disability, age, religion or origin. **Actions:**

- » Defining tangible, measurable goals to promote diversity, equity and inclusion at all levels of the organization, based on the periodic socio-demographic mapping;
- » Regularly monitoring the progress towards those goals and adjusting the strategies as needed;
- » Developing and implementing educational actions that raise awareness of the importance of diversity, equity and inclusion;
- » Ensuring that all recruitment, promotion and professional development practices are based on fair and equitable criteria;
- » Incorporating diversity, equity and inclusion into the company's core values, reflecting these principles in policies, procedures and communications;
- » Encouraging leaders and collaborators to be active supporters of diversity, promoting an environment that celebrates differences;
- » Conducting biannual organizational climate surveys, to assess the work environment and identify areas for improvement, and strengthen collaborator

- engagement;
- » Implementing corrective and preventive actions based on the assessments' results, to reinforce a truly inclusive culture.

5.7. BOOSTING THE LOCAL COMMUNITY

We contribute to the sustainable development of the local communities in which we operate, supporting initiatives that promote education, health and quality of life, culture, diversity, environmental protection, animal support, and decent housing, according to our Corporate Volunteering Policy and our Social Responsibility Policy. Our efforts consist of actively collaborating with local organizations, educational institutions and social projects aligned with our values and goals. **Actions:**

COLLABORATING WITH LOCAL SOCIAL PROJECTS

- » Establishing and prioritizing strategic partnerships with local organizations that work to improve the quality of life and opportunities in communities of the cities of São Paulo and Rio de Janeiro, where the firm operates;
- » Actively participating in social projects dedicated to sustainable development and to the strengthening vulnerable communities.

ENGAGING IN VOLUNTEER WORK

- » Encouraging our collaborators to actively participate in volunteer work that directly benefits local communities;
- » Developing actions that facilitate and recognize volunteer work, promoting a culture of social responsibility.

DEVELOPING EDUCATIONAL INITIATIVES

- » Supporting educational projects that strengthen skills and opportunities within communities, promoting education as a catalyst for sustainable development;
 - » Establishing partnerships with local institutions to create opportunities for ongoing learning and insertion into the job market.
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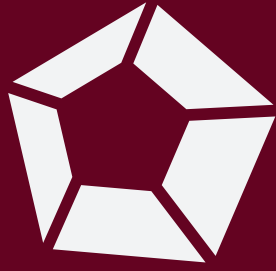
MONITORING AND IMPACT ASSESSMENTS

- » Implementing a monitoring system to periodically assess the impact of our initiatives on local communities;
- » Using data and feedback to adjust our strategies and ensure a significant contribution to sustainable development.

6. Final Provisions

We undertake to review this Sustainability Policy every year or as needed, submitting it to the approval of the Board of Directors and/or the Board of Officers. We understand the importance of keeping this document aligned with any changes in the socio-environmental scenario, ensuring its continued relevance and consistency with the core principles and values of Kasznar Leonardos.

This policy is effective as of its publication, reflecting our immediate commitment to sustainable, responsible practices in every aspect of our operations



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