



### VIPAL POLICIES

Vipal Rubber is one of the leading worldwide manufacturers of products for tyre/tire retreading and repairing and inner tubes.

It also offers new tyres/tires, flooring and mats, rubber compounds and products for the industry, always focusing on quality and operational excellence, commitment to the environment, social responsibility, ethics and professionalism.

### SUSTAINABLE PURCHASING POLICY

The sustainable purchasing policy embodies our commitment to conduct business with integrity, transparency, and respect for universal human rights, and the growing concern about the best use of available natural resources.

Aware of our responsibility to society and with the intent of influencing our supply chain, we are committed to:

- Promoting an ethics dissemination **culture** and developing the best corporate governance practices;
- Seeking **continuous improvement** by developing and perfecting our suppliers, enabling them to meet sustainability expectations;
- **Monitoring** suppliers in economic and socio-environmental aspects;
- Complying with **legislation** and standards applicable to the product, environment, health and safety;
- Prioritizing the relationship with partners in compliance with laws and regulations applicable to safety, health and environmental protection.

### HUMAN RIGHT POLICY

Aware of our pledge to human rights and fair labor practices, we are committed to:

- **Promoting and disseminating human rights** with suppliers, customers, service providers and the community at large through proactive engagement, contractual arrangements and a clear position to enforce compliance with social responsibility legislation; encouraging the adoption of a positive impact;

- Promoting **human rights actions in local communities** with special attention to vulnerable groups such as children, the disabled and the elderly;
- **Respecting the human rights of our employees and service providers**, complying with applicable labor laws and regulations, providing decent working conditions in accordance with international standards and national legislation;
- Promoting educational actions that enable the **professional and personal growth** of our employees, valuing their contribution;
- Providing **fair compensation** to our employees in line with the job market and subject to the nuances and features of each region in which Vipal Rubber operates, observing the terms of the Collective Labor Agreements and Agreements with their respective Unions;
- Promoting a workplace free from **harassment**, exploitation, abuse or violence in accordance with the legislation in force, vigorously combating such practices and committing itself to the public power to promote complaints to the competent authorities, should it become aware of such facts;
- **Fighting against of child labor** and any types of employment practices that can be interpreted as equivalent to **forced or compulsory labor**;
- Respecting the **freedom association and collective bargaining** in accordance with applicable local laws and establishing a constructive dialogue with freely chosen trade union representatives;
- Ensuring that every employee or future employee is treated in a fair and dignified manner. Any **discriminatory practice** based on race, color, gender, sexual orientation, age, religion, ethnicity, national origin, social background, financial situation, political opinion, disability, or any other basis shall not be tolerated. Vipal Rubber seeks to provide all employees with the same growth opportunities without discrimination.

### **OCCUPATIONAL HEALTH AND SAFETY POLICY**

Aware of all accidents can be avoided and that we are all responsible for their prevention, we are committed to:

- Ensuring that no work is performed without **proper evaluation of the Health and Safety aspects** for the employee or service providers, with neither urgency, importance or other status being invoked to justify non-compliance with Occupational Health and Safety requirements;
- Ensuring that employees have the **right to representation in the occupational safety departments** and to the Internal Accident Prevention Commission (CIPA);
- Ensuring that the employee and service providers have the right to **refuse or interrupt** an activity considered to be of serious and/or imminent risk to their safety and health and/or their co-workers;
- Continuously promoting the **awareness and qualification** in Occupational Health and Safety of the employees that provide services;

- **Complying with the current Health and Safety legislation**, as well as the regulations subscribed by Vipal Rubber, by both employees and service providers;
- **Identifying, evaluating, controlling, and mitigating the Health and Safety risk factors for the people** involved in Vipal Rubber processes, including those that can reach the population, in order to prevent accidents.
- **Promoting the continuous improvement of the Occupational Health and Safety Management System**, seeking to improve the quality of life, well-being of employees, providing a safe and healthy working environment, encouraging preventive behavior.

### ENVIRONMENTAL POLICY

Although Vipal has greatly evolved and expanded its scope, its goal has remained the same: to extend tyres/tires service life.

Sustainability is intrinsic to Vipal's business and has been part of its DNA since its inception.

Aware of our pledge in preserving the environment we are committed to:

- Protecting the environment through pollution prevention and mitigation of adverse environmental impacts generated in industrial operations;
- Complying with **environmental legislation** and other requirements applicable to the organization;
- **Continuously improve** the management system to increase environmental performance through:
  - Efficient use of **resources** (water, electricity, fuels and material consumption);
  - Proper management of the **generated waste**.

### QUALITY POLICY

Based on its values, the company commits to:

- Seek **continuous improvement** of products, processes, services and business management;
- Meet the **stakeholders' requirements** and provide **customers** with products and services that meet their needs and/or expectations;