



## ETHICS AND COMPLIANCE PROGRAM

**Modulax's Ethics and Compliance Program** illustrates how its employees can adopt, support and apply the set of core values that translate their companies' positions in the areas of human rights, labor standards, environment, ethics, and fight against corruption.

Here you will find the main topics that Modulax addresses in its program. To know fully and deepen our Ethics and Compliance Program, visit our website:

[WWW.MODULAX.COM.BR](http://WWW.MODULAX.COM.BR)

## **WE ALL HAVE FREEDOM AND RIGHTS**

One of the pillars that sustain our culture is equality, ensuring compliance with humanitarian rights and current labor standards, without any discrimination, for any reason, from admission to a job position, respecting dignity and individuality of each collaborator.

## **MODULAX IS MADE BY ALL OF US**

The company's success is a result of the trust, prosperity, and responsibility shared among you, our employees. Integrating, participating, and respecting are the main actions for the formation of winning teams.

## **ETHICS AND RESPECT IN RELATIONSHIPS**

We promote ethics and fight against corruption, respecting national laws, international conventions, and inspecting compliance. We respect free competition and repudiate any illicit benefit or act that may bring commercial or personal advantages, thus avoiding the conflict of interests.

## **ACCESS TO INFORMATION**

Modulax ensures the transparency of information, maintaining an open and direct dialogue with its employees, as well as ensuring the protection and confidentiality of this information, understanding that they are part of the Group's intellectual property.

## **SUSTAINABILITY AND ENVIRONMENTAL PRESERVATION**

We believe in sustainable growth and environmental preservation as basic guidelines of our work, offering the knowledge and tools for our activity to bring positive impacts in the communities in which we operate.

## **SAFETY AND QUALITY**

Modulax believes that education and respect for internal rules are of utmost importance for safety and continuous improvement of work. Following the safety standards and the promotion of quality adopted by the Group guarantees a harmonious working environment and high productivity.