

> EMPLOYEE PROTECTION POLICY

The **Techocean Group** strictly complies with local legislation, including the Consolidation of Labor Laws (CLT), thereby ensuring compliance with all applicable labor regulations. We follow local laws and are committed to maintaining an ethical, safe work environment that complies with legal requirements.

Techocean Group, supported by Article 5 of the Federal Constitution and Article 7 of the Universal Declaration of Human Rights from 10/1/1948, conducts its operations in a manner that protects and safeguards the integrity of its employees. Any person who violates these values will be subject to the appropriate administrative and criminal sanctions:

Techocean Group is against any form of moral harassment, sexual harassment, prejudice, or racism. Hostilities, embarrassment, threats, or intrusions into individuals' private lives, as well as inappropriate insinuations of any kind, whether discriminatory or that may constitute moral or sexual harassment, regardless of the hierarchical level of those involved, will not be tolerated under any circumstances.

Techocean Group prohibits any form of violation of human rights, whether in the form of prejudice or discrimination, both in relationships between employees and between employees and third parties, based on race, color, religion, political affiliation, nationality, sex, sexual orientation, age, or physical condition.

Techocean Group protects its employees from human trafficking, and in accordance with Article 207 of the Penal Code, informs that it is prohibited to recruit workers with the aim of moving them from one location to another within the national territory. Additionally, based on Presidential Decree No. 5948/20016, human trafficking is defined as: "the recruitment, transport, transfer, harboring, and receipt of people through threats, use of force, or other forms of coercion, abduction, fraud, deception, or abuse of power and vulnerability, with payment or receipt of benefits that facilitate the consent of a person who has control over another, for purposes of exploitation."

Techocean Group is against child labor, and according to Article 403 of Law 10.097, dated December 19, 2000, any work by minors under the age of sixteen is prohibited, except in the role of an apprentice, starting from the age of 14.

The sole paragraph of this article establishes that "the work of adolescents cannot be performed in places harmful to their formation, physical, psychological, moral, and social development, or at hours and places that do not allow school attendance." Articles 428 and 432 of the same Law state that the apprentice will be guaranteed the minimum wage, and the adolescent's work hours will not exceed six hours per day.

Techocean Group allows workers to freely choose to organize and join associations, affiliate with and withdraw from trade unions in accordance with Article 2 of ILO Convention No. 87:

Article 2 — Workers and employers, without any distinction of any kind, have the right to form, without prior authorization, organizations of their choice, as well as the right to join these organizations, under the sole condition of complying with their statutes.

Techocean Group expects that any employee who suffers or witnesses irregularities from managers, coworkers, or subordinates report them to their immediate superior or, if preferred, to the HR Manager or the union, so that the appropriate measures can be taken. **The report will be received and handled in complete confidentiality. After analysis, if necessary, the appropriate actions will be taken.**

Whenever an action or attitude contrary to this policy is proven, the company will inform everyone so they can be aware and improve, but the name of the person responsible for the action will not be disclosed.

AROLDO ALVES SIQUEIRA JUNIOR
CEO