

## ➤ EMPLOYEE PROTECTION POLICY

The **Techocean Group** strictly complies with local legislation, including the Consolidation of Labor Laws (CLT), thus ensuring compliance with all applicable labor standards. We follow local legislation and are committed to maintaining an ethical, safe and legally compliant working environment.

The **Techocean Group** is supported by Article 5 of the Federal Constitution and Article 7 of the Universal Declaration of Human Rights of 01/10/1948, the Feral guiding its actions in order to protect and ensure the integrity of its employees and anyone who violates these values will be subject to the appropriate administrative and criminal measures and sanctions.

The **Techocean Group** is against any practice of moral harassment, sexual harassment, prejudice or racism. Hostility, embarrassment, threats or intrusions into people's private lives, as well as inappropriate insinuations of any kind, whether of a discriminatory nature or which could constitute moral or sexual harassment, regardless of the hierarchical level of those involved, will not be tolerated under any circumstances.

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

The **Techocean Group** protects its employees from human trafficking and based on Art. 207 of the Criminal Code, states that it is not permitted to recruit workers in order to take them from one part of the country to another. Also supported by Presidential Decree 5948/20016, trafficking in persons is defined as: "the recruitment", transportation, transfer, harboring and custody of persons by means of 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 the purpose of exploitation.

The **Techocean Group** is against child labor and based on article 403 of Law 10.097, of December 19th, 2000, it states that any work for minors under sixteen years of age is forbidden, except as an apprentice, from the age of 14 years.

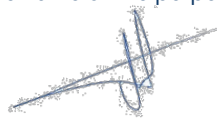
The sole paragraph of the article states that "adolescent's work may not be carried out in places that are harmful to their education, physical, mental, moral or social development or at times and places that do not allow them to attend school". Articles 428 and 432 of the same law state that apprentices will be guaranteed the minimum wage and that adolescents' working hours will not exceed six hours a day.

The **Techocean Group** allows workers to freely choose to organize and join associations, and to join and disaffiliate from union organizations in accordance with art. article 2 of the ILO (OIT) Convention 87:

Art. 2 - Workers and employers, without distinction of any kind, shall have the right to form, without prior authorization, organizations of their choice, as well as the right to join such organizations, on the sole condition that they conform to their statutes.

The **Techocean Group** expects any employee who suffers or witnesses irregularities on the part of managers, coworkers or subordinates to inform their immediate superior, if preferred the HR Manager or the union, so that the appropriate measures can be taken. **The complaint will be received and acted upon in the strictest confidence. After analysis, if necessary, the appropriate measures will be taken.**

Whenever an action or attitude contrary to this policy is proven, the company will communicate the fact so that everyone is aware of it and can improve, but the name of the perpetrator will not be disclosed.



Chief Executive Officer - CEO