

# Corporate Social Responsibility Code

Azor Ambiental's values are based on its commitment to the environment, society, and good governance. In this regard, the organization promotes respectful and responsible behaviors within its supply chain, adhering to the highest standards in Human Rights, Labor Rights, Environmental Protection, and Anti-Corruption efforts. All of this aligns with its commitment to the 2030 Agenda and the implementation of the ten principles of the Global Compact in the business sector, aiming to build more sustainable societies and markets.

Our CSR principles are based on the organization's purpose, vision, mission, ambition, and values, as well as on international standards such as the principles of the UN Global Compact, and the regulations applicable to our activities.

This Corporate Social Responsibility code aims to meet the expectations of our stakeholders and promote the establishment of socially responsible business relationships throughout the supply chain. Below are the main CSR-related issues for Azor Ambiental:

## **HUMAN RIGHTS**

- Support and respect the protection of Human Rights.
- Maintain and conduct business activities, including the supply chain, free from child labor, forced labor, slavery and human trafficking.
- Treat all employees in a fair, dignified and respectful manner.
- Not be complicit in activities related to the violation of Human Rights.

## **LABOR RULES**

- Support the freedom of association and collective bargaining, maintaining the right to union, to organize workers and / or unions.
- Support the abolition of discrimination practices against employees based on sex, beliefs, age, disability, etc.
- Support the elimination of all forms of forced or coerced labor.
- Ensure that the places, conditions and development of the work guarantee the safety and health of the workers.

- Communicate all the safety and prevention measures to the workers, as well as give the employees, where appropriate, the necessary training in safety matters.
- Ensure that employees receive a salary in accordance with, at least, what is legally established by the regulations on this matter and / or in the corresponding agreements. Said salary must cover basic necessities and living costs.
- Ensure compliance with applicable labor regulations regarding working hours, respecting legal limits on working time and rest periods.
- Ensure ethical recruitment practices, refraining from any fraudulent or deceptive activities, and guaranteeing the protection of migrant workers

## **ENVIRONMENT**

- Guarantee compliance with the applicable regulations on environmental protection.
- Maintain an environmental policy, environmental management system or any other tool that guarantees the exercise of business activity with the least possible impact on the environment.
- Apply the Best Available Application Techniques that guarantee the protection of the Environment in the development of the activity.
- Make a responsible use of resources, especially reducing the consumption of energy, fuel, water and non-renewable resources.
- Implement decarbonization strategies to reduce greenhouse gas emissions into the atmosphere.
- Avoid the discharge of hazardous substances and minimize waste generation.
- Encourage the recycling and recovery of the resources contained in the waste when feasible and support its use in substitution of raw materials.

## **IMPACT ON COMMUNITIES AND ECOSYSTEMS**

- Consider the well-being of local communities that may be affected by the organization's activities.
- Avoid the contamination of surface and groundwater, soil, and air, as well as any other impact on the biodiversity of the area where the activity is conducted.

## **ANTI-CORRUPTION AND BRIBERY**

- Reject any type of bribery and / or fraud related to the purchase of raw materials and the obtaining of goods.
- Reject any type of bribery and / or fraud related to the sale of products, goods or services.
- Reject money laundering, as well as the acceptance of gifts within direct and indirect business relationships.
- Comply with national and international regulations, where appropriate, regarding data protection, taxes and fees, fraud, extortion, money laundering, unfair competition, etc.
- Ensure that there is no connection with organizations or groups that carry out terrorist activities.
- Guarantee through the supplier's policy and / or declaration that the minerals supplied, in particular tin, do not come from countries in conflict (European Declaration of Conflict Minerals).