

HUMAN RIGHTS POLICY

Introduction

This Policy formalizes and disseminates our commitment to promoting respect for human rights, establishing the guiding principles that should guide the activities and relationships of the Company throughout the business value chain.

Applicability

This Policy applies to our employees, suppliers of products and/or services, and their contractors.

Respect

We reject any form of discrimination and respect diversity, regardless of gender, sexual orientation, disabilities, race, ethnicity, age, belief, political opinion, and nationality.

Child and/or slave labor

CONEXLED does not tolerate, under any circumstances, the exploitation of children and/or slave labor. We do not employ underage individuals, except as apprentices, respecting the forms of employment provided by law. We respect the rights of children and adolescents.

Work environment and organizational climate

We do not support any form of harassment, whether moral, sexual, psychological, or of any other nature, in the workplace, nor any threatening and violent behavior.

Freedom of association

We recognize the right of our employees to freedom of association and collective bargaining with their respective unions, within the limits provided by local legislation, respecting the respective representative bodies.

Health and safety

We provide our employees with safe and healthy work environments by complying with laws and internal regulations regarding occupational health and safety, in accordance with our Health and Safety Policy.

Communication

We value fair communication to all our employees based on freedom of expression. For this purpose, we provide communication channels such as suggestion boxes, climate surveys, and an open channel directly with the Human Resources department. Through these channels, it is possible to identify needs and complaints to take appropriate actions.

Privacy

We respect the General Data Protection Law and applicable local legislation on the subject, ensuring the right to privacy and confidentiality.

Responsibilities

Ensuring respect for human rights is the responsibility of all individuals involved in the organization, regardless of their area of activity or hierarchical level.

"We are Light, Energy, and Movement"

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Held in 26/11/2024