

# Declaration of Ethics and Commitment to Combat Child Labor, Forced Labor and Human Trafficking



Through this instrument, **INDÚSTRIA QUÍMICA ANASTACIO S/A**, a private legal entity, registered in the Corporate Taxpayer Registry (CNPJ) under No. 60.874.724/0001-96, with headquarters at Rua João Tibiriça, 1262, Vila Anastácio, São Paulo – SP – Postal Code (CEP) 05077-000, hereafter referred to as the DECLARANT, declares, for all due purposes, that it has successfully implemented all the measures below, previously described in the Action Plan, consolidating the fulfillment of its obligations related to the following fundamental items:

- 1. Prohibition of Slave or Degrading Labor** – THE DECLARANT affirms that it does not practice, tolerate or condone labor slavery-like or degrading labor conditions in its operations and business relations.
- 2. Prohibition of Sexual Exploitation of Minors** – THE DECLARANT assures that it has taken all necessary measures to avoid the sexual exploitation of children or adolescents in any activity related, directly or indirectly, to its business.
- 3. Prohibition of Child and Adolescent Labor Exploitation** – The DECLARANT assures that it fully complies with the legal norms applicable to the hiring of child and adolescent labor, limiting itself to the exceptions provided for by law, such as apprenticeship programs.

# Measures implemented to ensure commitment

## Compliance Policy

The implementation of a comprehensive compliance program, which includes mandatory annual training on human rights and working conditions, delivered via the **Academia Anastacio**.

## Internal and External Audits

Periodic audits are conducted to verify compliance with labor and human rights norms across all operations and the supply chain.

## Whistleblowing Channel

An anonymous whistleblowing channel, called **SafeSpace**, is made available for employees to report any irregularities, including those that compromise the company's safety or confidentiality.

## Partnerships with NGOs and Institutions

Collaboration with non-governmental organizations and institutions that defend human rights, through the **Instituto Anastacio**, which helps 50 children and young people, and the Apprentice Program, aimed at including young people in the job market under appropriate conditions.

## Certifications and Seals

Active effort to obtain certifications and accreditations that attest to the company's commitment to ethical and sustainable practices, such as the **GPTW®** and **ECOVADIS** seals.

## Global Compact

Strengthening the commitment to and participation in responsible and sustainable internal actions and practices.



With the implementation of the measures described above, the DECLARANT affirms its dedication to promoting ethical and sustainable practices, in compliance with current legislation, consolidating its commitment to social responsibility and respect for human rights in all its operations.

**Indústria Química Anastacio S/A**  
São Paulo, January 7, 2025.

