



POLICY AGAINST CHILD AND SLAVERY WORK

1. SUMMARY

This policy concerns the fight against child and slave labor.

2. OBJECTIVE

Establish guidelines to make it possible to curb the exploitation of child, forced or compulsory labor in both their activities and in their supply chain, and provisions regarding the forwarding of complaints or verification of the occurrence of exploitation of child and slave labor.

3. APPLICATION

This policy covers all GPTEC employees, extended to the supplier hiring strategy.

4. REFERENCE

Law no. 10,097

National Plan for Child Labor Prevention and Adolescent Worker Protection

5. DEFINITIONS

Child Labor Child labor refers to "those economic and / or non-profit survival activities, paid or unpaid, performed by children or adolescents under the age of sixteen (16), subject to the condition of apprentice. from the age of fourteen, regardless of their occupational status. "For the purposes of protection of the adolescent worker, the work performed by all persons aged 16 to 18 years shall be considered incomplete and, as an apprentice, 14 to 18 years incomplete.

Young Apprentice Young Apprentice is an adolescent between the ages of 14 and 18, regularly enrolled in educational institutions, who has never performed professional activities. The company is responsible for the methodical professional technical training, compatible with the physical, moral and psychological development of the adolescent, and the apprentice, with zeal and diligence, to perform the necessary tasks for this formation according to the regulation in Law no. 10,097.

Slave labor (forced or compulsory)

Slave labor is defined as all work or service obtained by force or compulsorily, under threat of penalty, for which the person did not volunteer, or whose form of remuneration is payment that covers previous debt. Their characterization can also be made by the following elements: deprivation of liberty, debt bondage, retention of documents, geographical isolation, high level of exclusion.

6. DESCRIPTION AND RESPONSIBILITIES

GPTEC and all its employees are committed to ensuring in all their activities full compliance with national and international law in the regions where they operate in all their areas of coverage.

7. PROCEDURES

The ethical principles described here are part of GPTEC's Ethical Conduct, as set out in the Company's Code of Ethics, and are monitored by the Ethics Committee.

The following point is highlighted:

The Organization will never employ child or slave labor (forced or compulsory labor) or otherwise agree to such practices by third parties who provide us with products or provide any kind of service.

The Organization undertakes to monitor and enforce ethical conduct in all operations of the company and with its suppliers, and to adopt measures deemed applicable when necessary.

The Organization has made an ethical commitment not to use child and / or slave labor (forced or compulsory labor) in its administrative and productive activities, even if working for its suppliers, except as a minor apprentice.

The Organization only negotiates with suppliers who comply with the country's labor and environmental legislation, who do not directly or indirectly exploit child or slave labor, and preferably with those who are committed to social responsibility practices in its production chain.

8. GENERAL PROVISIONS

At the corporate level, the Ethics Committee is the entity responsible for receiving and monitoring information regarding any indication of employment of child or slave labor (forced or compulsory labor) by the company and its suppliers.

Once such information is obtained, the Ethics Committee shall take the following steps, with immediate communication of the verification result of the information and the measures taken.

By verifying the use of child or slave labor (forced or compulsory labor) in its supply chain, the Ethics Committee should establish an Action Plan and submit for approval by the GPTEC Board.

This Action Plan should consider:

- Immediate removal of children found in work situation and immediate removal of people found in slave labor (forced or compulsory);
- Inclusion of children in a program that aims to include and remain in the educational system;
- Insertion of the worker in a functional training program (or educational system, if applicable);
- Increasing awareness and clarification, specifically on the penalties that are subjected to persons and companies who use or encourage the use of child and slave labor (forced or compulsory labor),
- Increased awareness and clarification, specifically on the penalties that are subjected to persons and companies that use or encourage the use of child and slave labor (forced or compulsory labor), also addressing the families of children and suppliers' managers who are responsible for contracting services under these conditions.

And the following pertinent actions:

- Referral to citizenship rescue institutions and foster their absorption, both in the workforce and in the value chain (in line with the guidelines for valuing diversity);
- If child labor by children under 15 is verified, they should be removed but their school attendance monitored. As soon as they are 15 years old, they will be included in an apprentice program, returning to work, considering that the total number of working and school hours does not exceed 10 hours per day;

The Action Plan should also contain responsibilities for its execution with objective deadlines and resources to ensure its effective implementation.



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The awareness program regarding the prevention of child and slave labor (forced or compulsory) must be included in the GPTEC Annual Training Program.

In the event of non-compliance with the provisions of this instrument, the appropriate disciplinary and / or legal measures will be adopted, covering its internal public and / or interested parties, when applicable.

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