

# **DIVERSITY AND INCLUSION POLICY**

<b>Diversity and Inclusion Policy</b>	<b>Version:</b> 2.0
<b>Approver:</b> Executive Board	<b>Approval date:</b> 05/15/2023

## 1. INTRODUCTION

**Diversity:** It is the gathering of anything that has multiple aspects and that differ from each other. It is the set of cultural, biological, social, and economic characteristics that, for instance, make each individual unique. In the business context, it is related to the representation of different groups that make up society.

**Race/Ethnicity:** A group of individuals who share the same sociocultural system, the same language and/or geographic region.

**Minority groups:** Concerns a portion of the population that, in some way, is marginalized/excluded from the socialization process.

**Inclusion:** Concerns the way in which members of all groups are treated in all spaces, in order to feel like they belong and are included.

**LGBTQIAPN+:** Each letter represents a group of people: L (lesbian), G (gay), B (bisexual), T (transgender), Q (queer), I (intersex), A (asexual), P (Pan/Poly), N (Non-binary), and + (other gender identities and sexual orientations that do not fit the cis-heteronormative pattern).

**PCD:** Person with Disability.

**Generational diversity:** Takes place in an environment of mutual learning and exchange between generations, contributing to the promotion, qualification, and inclusion of young and more senior people in the job market.

## 2. PURPOSE

The purpose of this policy is to offer a favorable and healthy work environment for all Ambipar professionals and all its interested parties (Stakeholders), in which diversity and inclusion are valued and respected. We are committed to non-discrimination of any kind, as well as follow current legislation and actively work to comply with SDGs (Sustainable Development Goals) 5 – Gender Equality – and 10 – Reducing Inequalities, and with best practices for human development.

We are committed to acting in such a way that allows for every person to feel represented, promoting a feeling of belonging.

## 3. PRINCIPLES GUIDING THIS POLICY

Respect for human dignity and the preservation of human rights, observing the parameters, precepts



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and principles established in the UN Universal Declaration of Human Rights.

- ✓ Reference and example for strengthening Diversity and Inclusion actions and practices.
- ✓ Promoting the Guiding Principles on Business and Human Rights (GPs) of the United Nations (UN).
- ✓ Respect for people, regardless of race, gender, color, religion, ethnicity, sexual orientation, disability, etc.
- ✓ Equal employment opportunities for all qualified people without any type of discrimination.
- ✓ Equality, equity and universality of policies and initiatives to promote Diversity, with a focus on minority groups.
- ✓ Respect for the plurality of cultures and beliefs.
- ✓ Appreciation for inclusive, respectful, and accessible environments for all.
- ✓ Respect for the freedom of union associations.
- ✓ Respect for Labor Laws.
- ✓ Guarantee of a safe and healthy workplace for all Workers.
- ✓ Search for effective Inclusion of employees from minority groups and/or targets of discrimination.

#### 4. **STRATEGIC GUIDELINES FOR PROMOTING DIVERSITY AND INCLUSION**

Ambipar's strategic guidelines aim to promote Diversity, as well as a more inclusive organization, and they include:

- Internal actions to promote diversity and combat discrimination in all people-oriented processes (Recruitment and Selection, Promotion, Development, Succession, Remuneration);
- Promoting a respectful work environment, valuing the uniqueness of all employees and stakeholders;
- Institutional commitment aimed at respecting all employees and stakeholders, combating any form of discrimination;
- Inspiring leadership to make decisions free of any prejudice, promoting inclusive environments, encouraging active listening, and developing culture within the Group;
- Promotion of inclusive processes, recognizing the individualities of employees and stakeholders;
- Developing constant mobilization and awareness actions among professionals who are part of Ambipar, especially those who have management responsibilities, to expand the importance of Diversity and Inclusion in line with our purpose of Preservation and Regeneration;
- Communication strategies to convey Ambipar's plurality and inclusion;
- Developing active listening and valuing different opinions, regardless of hierarchical relationships;
- Communicating assertively and inclusively;
- Constantly monitoring and updating management processes and procedures focused on



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diversity and inclusion.

## 5. **APPLICABILITY**

This Policy applies to anyone who has a relationship with Ambipar's companies, whether employees, business partners, suppliers, customers, social institutions, or service providers.

Everyone must know and commit to the rules established by this Policy, becoming responsible for disseminating and practicing the provisions contained herein.

## 6. **PROHIBITIONS**

The practice of harassment, intimidation, mockery, threats, stigmatization, or other acts of physical or psychological violence that offend a person's dignity is expressly prohibited.

Similarly, the dissemination of material or behaviors of any nature promoting hatred, discrimination or the promotion of stereotypes is expressly prohibited.

Child labor is prohibited, and Ambipar and its staff are responsible for protecting the rights of children and adolescents. Forced and/or slavery-like labor is strictly prohibited.

## 7. **DISCIPLINARY MEASURES**

Violation of the principles established in this Policy will subject the offender to disciplinary actions and even the termination of the partnership, employment contract, or relationship with Ambipar's companies, without prejudice to other applicable legal measures.

## 8. **COMPANY COMMITMENTS**

It is the Company's commitment to make adjustments to its facilities with the aim of making them, whenever possible, accessible to everyone.

The Sustainability Board, with the support of the Human Resources department, must promote at least two training sessions per year, on the theme "Diversity and Inclusion", focusing on leaders, including senior management.

The Human Resources department must train its recruiters to improve the Company's selection process, with a focus on inclusion and diversity.

To ensure the effectiveness of this Policy, the Company commits to implementing the "GDIA – Ambipar's Diversity and Inclusion Group".

The mission of this group is to monitor the Company's activities and develop/suggest actions, such



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as: training, cultural actions, and other measures, with a focus on:

- Combating prejudice and discrimination, aiming to ensure a healthy and inclusive work environment;
- Attracting, selecting, and retaining talent belonging to minority groups;
- Promoting equity for racial, gender and other minority groups, ensuring the maintenance of equal salaries and benefits for professionals who carry out similar responsibilities;
- The promotion and external positioning, establishing partnerships with projects and institutions that defend the interests of minority groups;
- Talking about diversity in internal and external communications, with a focus on combating all types of prejudice and discrimination.

## 9. ABOUT AMBIPAR'S DIVERSITY AND INCLUSION GROUP (GDIA)

The composition of the "GDIA" will be the responsibility of the sustainability board, with support from the Human Resources department, and must be set up within 30 (thirty) days from the date of approval of this Policy by the Executive Board.

In a period no longer than 6 (six) months, the GDIA must present to the sustainability board evidence of the work carried out, using indicators to demonstrate the results achieved, and within a period of 1 (one) year, the GDIA is responsible for issuing an annual report with the consolidation of data obtained from the work carried out during that time period.

At the end of the one-year period of its implementation, the composition of the GDIA must be reviewed for possible replacements and additions of members that may be necessary.

The sustainability board is responsible for reporting the results and actions of the GDIA to the Executive Board, as well as proposing new actions to be adopted, based on the indicators presented by the GDIA.

## 10. REPORTING CHANNELS

There are two channels for reporting to and/or communicating with Ambipar Group's Conduct Committee:

- Email: [canaldeetica@ambipar.com](mailto:canaldeetica@ambipar.com)
- Anonymous Report: <https://ambipar.com/denuncias/>



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## 11. **ROLE OF THE SUSTAINABILITY BOARD, HUMAN RESOURCES, AND CONDUCT COMMITTEE**

The Sustainability Board, with support from the Company's Human Resources department, is responsible for implementing and disseminating this Policy.

The Conduct Committee and Compliance Department are responsible for monitoring the compliance with this Policy, as well as investigating and directing any complaints/communications due to non-compliance.

## 12. **POLICY APPROVAL**

Ambipar's Executive Board is responsible for approving this Policy, which must be revisited within a maximum period of two years.

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