



Ethics and Business Conduct

Year 2024

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AZ4 GROUP: BUILDING AN ETHICAL AND TRANSPARENT FUTURE WITH OUR PARTNERS!

At AZ4, ethics is not just a value but the solid foundation upon which we build our business. We believe that transparency and mutual respect are the pillars of a lasting and prosperous relationship. Here are the principles that guide us:

Our Commitment to Ethics

1. OBJECTIVE

This Business Conduct and Ethics Policy aims to provide clear guidance on the practices and behaviors that must be adopted and implemented in the routines and procedures related to the business activities carried out by AZ4 Group.

2. SCOPE

Todos os funcionários.

3. DEFINITION

Z4 Group reaffirms its commitment to integrating ethics-based management practices into its processes. AZ4 Group suppliers are informed that failure to comply with the Code of Conduct may result in disqualification from future transactions. AZ4 Group is committed to providing appropriate working conditions and assumes the responsibility of ensuring compliance with the following practices:

- **Child Labor:** The use of child labor is not permitted on AZ4 premises, nor by subcontractors, suppliers, or partners.
- **Forced Labor:** AZ4 does not engage in, use, or support forced labor or modern slavery.
- **Health and Safety:** AZ4 provides a safe and healthy work environment, including access to potable water, restrooms, personal protective equipment (PPE), and training for its use, taking appropriate measures to prevent accidents and health hazards.
- **Labor Rights:** Maintain records and payments in accordance with labor laws and/or collective agreements, respecting commitments made to employees.

- **Discrimination:** AZ4 does not engage in discrimination based on race, color, gender, religion, nationality, age, disability, sexual orientation, or any other characteristic.
- **Disciplinary Practices:** AZ4 does not engage in or practice corporal, mental, or physical coercion, verbal abuse, or any behavior considered sexual, violent, threatening, abusive, or exploitative.
- **Compensation:** AZ4 Group ensures that salaries and benefits are paid in accordance with applicable laws and that payroll details are clearly documented in pay slips provided to employees.
- **Business Relationships:** Employees and partners must not offer any gifts, event invitations, trips, or any other benefits that could potentially influence a business decision.

AZ4 Group's business relationships are based on honesty, appropriate cost-benefit considerations, technical and financial reliability, and integrity in negotiations, always respecting the law, business environment, and commercial, social, and contractual rights.

If a supplier becomes aware of any behavior that violates these standards or any form of intimidation or offense, they should contact the company's management through the website www.az4group.com.br/contato.

AZ4 GROUP COUNTS ON THE SUPPORT OF ITS BUSINESS PARTNERS TO ENSURE COMPLIANCE WITH ITS CODE OF ETHICS. TOGETHER, WE BUILD A MORE ETHICAL, TRANSPARENT, RESPECTFUL, AND PRODUCTIVE FUTURE FOR ALL.