



CODE OF CONDUCT

SUPPLIERS
MAYEKAWA DO BRASIL

Mayekawa do Brasil supplier's code of conduct

Mayekawa do Brasil establishes relationships with SUPPLIERS that share the same values and commitment to corporate conduct as per valid legislation.

Who we are

Mayekawa do Brasil endorses values that allow us to be our customers' first choice. Therefore, we conduct our businesses with transparency, responsibility and justice, and prevailing respect for people, laws and the environment in all relationships.



What we are looking for

Upon establishing the goal of being our customers' first option, Mayekawa do Brasil understands that its SUPPLIERS shall share the same values and commitments. We ask our SUPPLIERS to have transparent and responsible corporate conduct in all their operations to maintain Mayekawa do Brasil's respectful and reliable image.

The SUPPLIER CODE clarifies the SUPPLIERS which the minimum Mayekawa do Brasil-required standards are.

The standards established in this code are expected to be added to our SUPPLIERS' operation, and reported to their direct and indirect employees.

At any moment, when any non-compliances associated with the values mentioned in this code have been identified, Mayekawa do Brasil will notify the SUPPLIER to correct such inconsistencies to correct the detected non-compliance.

The commercial relationship will be terminated if the SUPPLIER does not solve such non-compliances.

The acceptance of this CODE is the starting point for any commercial relationship to occur.

Upon adhering to and accepting this document, the SUPPLIER agrees with the values sought in the business, commercial, human rights, health, safety, and environment protection conducts.

1.0 - Principles of commercial relationship with integrity, transparency and justice.

Mayekawa do Brasil seeks to establish commercial relationships with transparency, dignity and justice. To ensure and uphold conduct standards, the SUPPLIER must comply with the following established requirements:

1.1 - Competition

The SUPPLIER will establish a transparent, fair and competitive business environment in its commercial relationships, not benefiting from price setting with competing companies and other unfair commercial practices.



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1.2 - Bribery

We do not agree with any type of bribery under no circumstances or place.

The SUPPLIER and its employees shall never accept, ask, participate in, make, promise or offer any kind of bribery. Bribery is the act of providing or receiving any valuable item in order to obtain or maintain businesses that may influence decisions or secure undue benefits.

The SUPPLIER shall immediately report any suspicions about this issue through our reporting channel.

Mayekawa LATAM has chosen the EthicsGlobal company to manage the Reporting Channel to ensure impartiality upon receiving complaints and the complainant's secrecy.

Irregularities shall be reported via toll-free call at **0800 892 3392** or via the website: lineaeticamayekawa.ethicsglobal.com.

1.3 - Conflict of interests

To prevent conflict of interests, we require all our employees to make decisions benefiting MAYEKAWA.

It includes avoiding situations with a direct or indirect conflict between MAYEKAWA interests and a personal SUPPLIER interest. We hope the SUPPLIER complies with these requirements and cooperates with us to ensure such directives are followed. The SUPPLIER shall immediately report MAYEKAWA about any situation where a conflict of interests might be noticed to allow a suitable measure to be adopted.



1.4 - Financial records, confidential information, money laundering, and privileged information

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It is expected that our SUPPLIER performs its commercial negotiations transparently and properly highlights them in accordance with the legal requirements and is not involved in any kind of money laundering.

1.5 - Confidential and privileged information disclosure

The SUPPLIER now states that it is aware that it shall maintain information secrecy, not only based on this document but also in compliance with the GENERAL DATA PROTECTION ACT 13,709/2018.

The SUPPLIER must treat all MAYEKAWA-related information as confidential ones. The SUPPLIER must not use confidential information to use privileged data without MAYEKAWA's consent.

Therefore, the following guidelines are set:

- SUPPLIER's and/or its employees' publications (texts and photos) shall not feature any confidential information or that may be harmful to Mayekawa's image, as well as they are not anticipating any results of works that the marketing area has not officially released.

- It is prohibited to make publications featuring photos and/or videos inside Mayekawa's, commercial partners' and/or customers' administration and manufacturing facilities without previous written authorization.

- Criticisms about Mayekawa, our employees, suppliers, customers and/or competitors on public websites and/or social media are not accepted.

- Mayekawa does not tolerate SUPPLIER-produced postings that may disagree with the principles of ethics, of its Integrity Program and may constitute virtual crimes.

It is forbidden to create, publish, and share content and/or material featuring Mayekawa's logo that the marketing area has not previously authorized.

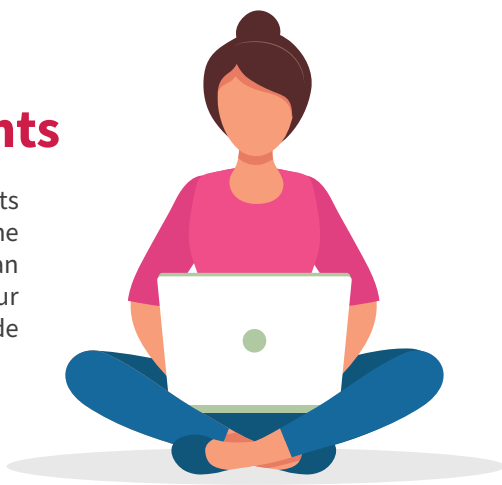
- It is forbidden to disclose and share technical content about Mayekawa equipment, except for promotional materials developed for such purpose.

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- The SUPPLIER is prohibited from merchandising items manufactured using intellectual property and/or technical material issued by Mayekawa do Brasil or in a partnership with it.

2.0 - Respect to human dignities and people's rights

MAYEKAWA is committed to performing its negotiations, always prevailing on the fundamental dignity of people and human rights. Therefore, we expect that our SUPPLIERS also feature the same attitude towards the following topics:



2.1 - Discrimination

The SUPPLIER is required to perform work fighting inequality and discrimination, preserving respect for cultural and individual diversity. The SUPPLIER's employees are rewarded and promoted based on the principle of equality and opportunities, not on discrimination of race, color, gender, sexual orientation, social status, religion, deficiency and/or nationality.

It is important to point out that the SUPPLIER is responsible for employment-related decisions, including hiring, compensation, promotion, relocation, development and training based on experience, qualifications, skills, and performance.

2.2 - Harassment

The SUPPLIER must not tolerate any harassment, whether they are physical, psychological, verbal and/or sexual. Intimidation, abuse, and threats in the work environment are included among them.

2.3 - About rights of association and collective agreement

The SUPPLIER shall respect the employees' right to the freedom of association and collective agreement. If the law and local practices eventually restrict such rights, the SUPPLIER shall spare no effort to maintain meaningful dialogs with local worker representatives without violating the legislation.

2.4 - About the freedom of coming and going and forced labor

The SUPPLIER shall respect its employee's freedom of coming and going, which means that none of its employees shall pay for his/her labor. The SUPPLIER shall cover the fees and costs associated with the selecting and hiring processes. All employees shall work by their free will, be aware of the terms and conditions of the work, and be regularly compensated, as agreed.

2.5 - About children

The SUPPLIER shall respect the children's rights as established in the United Nations Convention, granting their right to education, rest, and childhood preservation, securing the right to their basic needs. The SUPPLIER is obliged not to allow child labor at its own and sub-suppliers facilities.

It is also expected that the minimum age for hiring is observed and that the works comply with the local legislation.

2.6 - About worktime

The SUPPLIER shall establish the worktimes according to the local habits regarding overtime and rest, always observing the labor legislation and/or collective agreement in force.

2.7 - About salary and income

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The SUPPLIER shall comply with fair compensation and according to the job performed. The local salary shall also be taken into consideration, provided it is not below the minimum legal one, to meet the employees' basic needs. Including enough to ensure a dignified standard of living.

3.0 - About safety, health and the environment

MAYEKAWA understands that people are essential to fulfill its social objectives. Therefore, it ratifies the commitment to providing a harmonious, safe, and healthier workplace to mitigate damage to its employees and third parties. In this sense, the SUPPLIER shall meet the following requirements:



3.1 - About work safety

The SUPPLIER shall provide a safe and healthier workplace to its employees and third parties, providing the means to perform their tasks safely, training to qualification and use of tools and operating equipment. The SUPPLIER shall provide autonomy so that its employees may detect situations where they are exposed to dangers and when it is necessary to stop actions that may subject them to unsafe work practices. The SUPPLIER shall comply with the legislation applicable to the activities performed.

Works performed at MAYEKAWA's head office shall follow the procedures and instructions applicable to Work Health and Safety. Before conducting any activity at the customer's or Mayekawa's manufacturing sites, the SUPPLIER shall schedule its employees' integration.

The SUPPLIER shall enforce emergency and safety procedures for a fast response in medical emergencies and accidents.

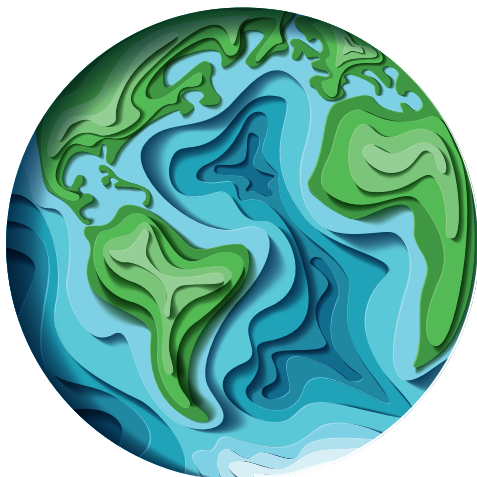
3.2 - The environment

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The SUPPLIER shall comply with the applicable environmental legislation to correctly dispose of its industrial waste and, whenever possible, identify and reduce to the utmost the risk of possible environmental impacts while performing its operational activities. The SUPPLIER shall remain aligned with the environmental commitments and cooperate with the environment preservation for future generations.

4.0 - About communication

MAYEKAWA's Supplier is responsible for communicating this Code and disclosing values and ethical conducts to its employees and suppliers, ensuring that the principles mentioned herein are effectively practiced throughout the company and performance chain.



5.0 - Term of adherence to Mayekawa Integrity Program

To formalize the awareness of all rules and obligations, we kindly request that the Term of Adherence to Mayekawa do Brasil Integrity Program is signed by a Supplier's legal representative and/or attorney and be returned to Mayekawa do Brasil within 5 (five) days.

Use the MYC-100.00 form

**TERM OF ADHERENCE TO THE
INTEGRITY PROGRAM.**



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