



social enviromental conduct



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1.1. Values

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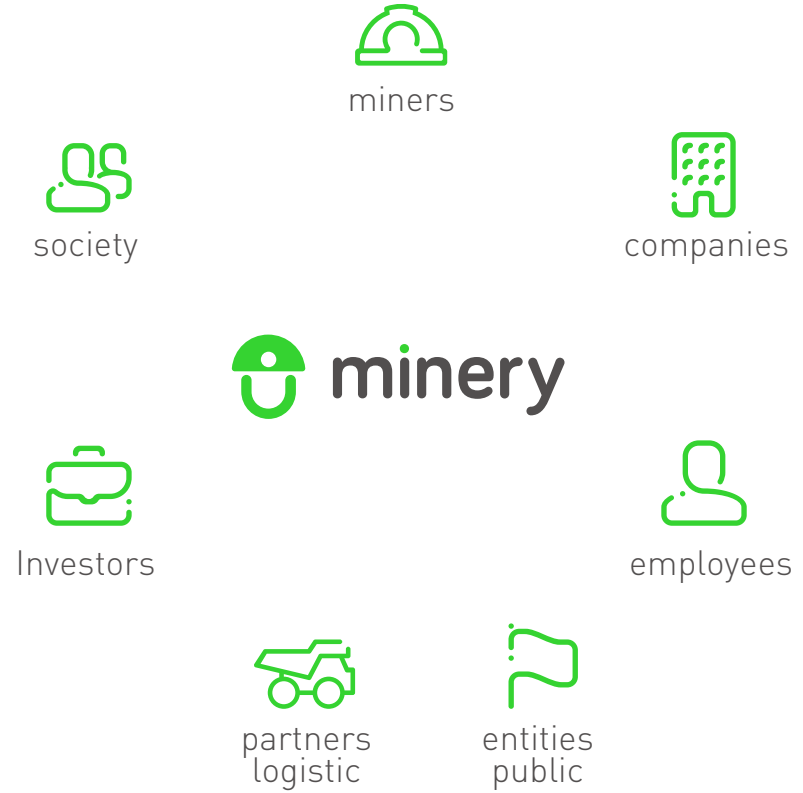
3. Final Considerations



Ecosystem

Company Centered

For the the long-term achievement, we believe in need to work on a daily basis for the success of every stakeholder in the ecosystem.



1 values



1.1 Values



Inovation

foremost

We have passion for a simple and incredible product.



Prize

Who makes it

We lead by example, share the vision and the purpose.



Responsibility

Socio-Enviromental

We are committed to the social economic development within all our decisions.



Quality

at execution

With commitment and responsibility, we aim for results and to overcome challenges.



Commitment

and Integrity

We deliver with focus and keep transparency with our clients.



Evolve

and Grow

We pursue knowledge, we develop others, we are thrilled with others' success.

2 principles



2.1 Principles

Policy aligned to our values.

Minery was established to improve people's and businesses' lives.

Therefore, we follow and respect all social and environmental rights, we cherish and respect for the UNU's Environmental and Human Rights and the conventions of the International Labor Organization in all our personal and working relationships.

We require all ecosystem members to share the same principles

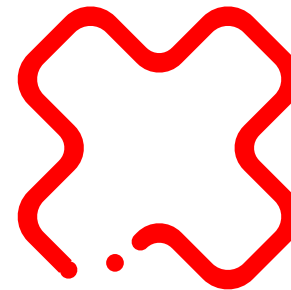




2.2 Principles

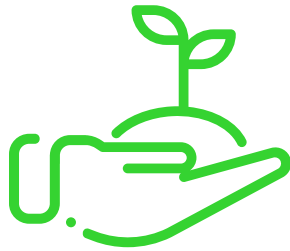
Child and Slave Labor.

In compliance with international standards we emphasize the employment of minors under 16 years old, promotion of forced labor, slavery or any similar system is strickly forbidden.





2.3 Principles



Environmental Responsibility, our core value.

We believe environmental sustainability is the key to life maintenance.

We require risk and impact management to mitigate damages to the communities where our miners operate.

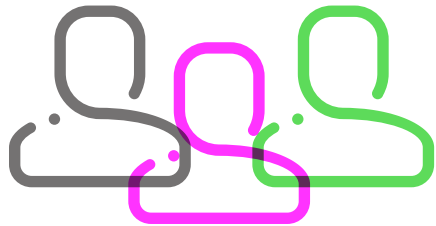
We demand and share a positive, social-economic and environmental legacy, ensuring operational continuity.

Therefore, we are constantly monitoring our partners with:

- Observance with all legal regulations regarding environmental prevention;
- Respect and enforcement to the legal requirements, such as environmental conditions and authorizations;
- Pursuance to the company's targets regarding the sustainable consumption of resources such as water, electricity and fuels, as well as goals to reduce waste generation and atmospheric emissions.



2.4 Principles



Diversity leads to innovation.

All employees, partners and stakeholders must be treated with respect and dignity, regardless of gender, race, physical disability, sexual orientation, religion, social or ethnic origin.

We do not accept, under any circumstances, sexual, moral or physical harassment.

We control internal processes actively, with no discrimination in hiring, development, promotion and compensation processes.



2.5 Principles



Workplace.

A pleasant and relaxed workplace with appropriate hygiene and safety conditions, directly driven by people's productivity and creativity.

Therefore, we comply in our offices with legal, health and safety regulation standards.

3 final considerations



Application

The Board of Executive Officers is responsible for ensuring the application of this Code and for proposing its improvement and updating to the Board of Directors, whenever necessary.

Questions about the interpretation, scope or procedures related to the Code should be addressed by the Ombudsman, who, when necessary, will direct the specific issues to the other areas of the company.



Reporting

Whenever you witness or suspect a violation of the Code, it is your responsibility to report what happened to your manager, to the normative area of the process or to the Ombudsman's Office.

In this way, we will ensure that our company maintains the highest standards of ethics and integrity.



Violation's Consequences

Violations of this Code, other policies, rules, procedures and guidelines of Minery subject violators to consequences, including verbal or written warnings, suspension or dismissal.

Disciplinary measures are applied considering the type of violation and its seriousness, subject to the guidelines of Minery's Board of Directors.



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