



## SOCIAL ACCOUNTABILITY AND HUMAN RIGHTS POLICY

**Estaleiros do Brasil Ltda.** voluntarily opted to comply with the requirements of the SA 8000 standard and with the Universal Declaration of Human Rights, aiming at protecting the condition of an individual, better working conditions, professional well-being, greater productivity, better relationships with stakeholders and ensure good practices.

Our commitment is:

- Comply with the SA 8000 standard, the Universal Declaration of Human Rights, national legal requirements, international instruments, applicable laws, and company procedures related to the issues.
- Do not practice child labor and forced labor.
- Provide a healthy and safe work environment with adequate infrastructure.
- Allow freedom of union association for our employees, without interference.
- Do not support any type of discrimination in our work relationships and processes, from hiring to termination.
- Apply disciplinary practices only as provided for in legislation; no abusive or inappropriate action being allowed.
- Promote working hours and remuneration policy to meet living wage requirements.

**Estaleiros do Brasil Ltda.** must work with an effective management system to meet the requirements and to practice the continuous improvement process.



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