

SOCIAL RESPONSIBILITY POLICY

MIRACEMA-NUODEX INDÚSTRIA QUÍMICA LTDA. is a chemical company located in the municipality of Campinas-SP that is committed to social responsibility.

Seeking best practices and compliance with the legal requirements prohibiting use of child labor, the practice of forced or slave labor, labor that is degrading or undignified, discrimination of people and freedom to join a union and to collective labor bargaining, the company is committed to all its employees to respect their dignity, offer continuous learning opportunities, an appropriate workplace environment, support and development of social and citizenship initiatives and compliance with labor legislation and workplace safety regulations.

Rev.0, Janeiro/2016

COMMITMENTS

- a) **CHILD LABOR** - must not use, support or involve, under any pretext, child labor in its business activities nor support such use by its customers and suppliers.
- b) **FORCED LABOR OR LABOR ANALOGOUS TO SLAVE LABOR** - must not use or support forced labor or that which is analogous to slave labor, it being understood that labor that is forced or analogous to slave labor is that which is lured by false promises. Employment contracts are regularly formalized; compensation must, at minimum, comply with the category's minimum wage floor; workers' must not be curtailed with respect to the right to freedom of assembly and are not subjected to exhaustive workdays, and the employer must comply fully with the labor legislation in force.
- c) **DEGRADING OR UNDIGNIFIED LABOR** – must respect workers' dignity and their rights of citizenship, not submitting them to unworthy or degrading work, in particular with regard to their working conditions. Observe the work safety regulations through guidance, training and supply of all collective and individual protection equipment, fulfilling regulatory standards (NRs) issued by the Labor Ministry.
- d) **FREEDOM OF ASSOCIATION AND THE RIGHT TO COLLECTIVE BARGAINING** - must respect the right of all employees to join labor unions, as well as enter into collective bargaining, authorizing — by prior communication — the category's union representatives to have access to the workplace for meetings at times that do not affect the normal rendering of services, ensuring there are no reprisals for workers.
- e) **DISCRIMINATION OF PEOPLE** – must not involve, support or participate in any attitude of discrimination by race, social class, nationality, religion, disability, gender, age, sexual orientation, labor union activity or political association upon signing and implementation of an employment contract and in its business activities.
- f) **DISCIPLINARY PRACTICES** – must not support or permit any kind of aggressive or abusive punishments, whether corporal, mental or psychological coercion, or physical or verbal abuse of people.
- g) **COMMUNITY ACTIVITIES** - must encourage employees to become involved in community activities, as long as they do not lead to a conflict of interest.


ANDRÉ ROHR
MANAGING DIRECTOR


STEFAN ROHR
MANAGING DIRECTOR