

COMMITMENT TO HUMAN RIGHTS AND SOCIAL RESPONSIBILITY

In line with current best practices and in order to comply with legal requirements, DAXIA has taken on the corporate commitment to respect and comply with labor and occupational safety legislation, as well as best social responsibility practices. This document contains the general principles that guide the commitment to repudiation of violation of human and labor rights, as well as to compliance with legislation in an ethical and responsible manner. Following these principles, the Company has implemented the DAXIA Code of Ethics and Conduct together with whistleblower channels for investigating and addressing any such reported violations. Our policies and procedures are designed to ensure the following:

1 - CHILD LABOR

DAXIA does not use, nor will it use under no circumstances, child labor in its business activities and does not support child labor use by its customers and suppliers. It endeavors to comply with the legal prohibition to labor of minors under 16 years of age, as established by the Brazilian Federal Constitution, Consolidated Labor Laws and the Statute of Children and Adolescents.

2 - FORCED OR SLAVE LABOR

DAXIA does not use, nor will it use in the execution of its business activities, forced or slave labor and does not support the use of such labor by its customers and suppliers. DAXIA's labor contracts are duly formalized. Compensation should follow the floor of the category and function; or in case of lack of a collective labor agreement, the current minimum wage. Workers cannot be retained at the Company for debts of any kind in addition there cannot be retention of their documents and personal belongings. Workers cannot be deprived of their right to freedom of movement. They cannot be subjected to physical punishment of any kind or threatened by armed surveillance. They cannot be subjected to working hours in excess of those provided for in ruling labor legislation.

3 - RESPECT FOR DIGNITY

DAXIA respects the dignity of workers and their rights as citizens, not submitting them to unworthy or degrading labor conditions, particularly with respect to hygiene and comfort in the work environment. It follows occupational safety rules through guidance, training and supply of all individual and collective protection equipment, in addition, it complies with the regulatory standards ("NR") issued by the Brazilian Ministry of Economy - Secretariat of Labor.

4 - UNHEALTHY OR DANGEROUS WORK

DAXIA does not use, under no circumstances, the work of minors under 18 years of age in unhealthy activities (involving health risk – namely, exposure to hazardous chemical, physical or biological agents) or in dangerous activities (involving life risk - namely, exposure to flammable or explosive materials), nor does it allow workers over 60 years of age to handle toxic materials.

5 - HEALTH AND SAFETY

DAXIA provides its employees with a safe and healthy work environment, with access to drinkable water, clean bathrooms, individual and collective safety equipment, as well as trainings. It adopts preventive measures with the aim of preventing occupational accidents and damage to workers' health.

6 - WORKING HOURS

DAXIA employees are not submitted to working hours of more than 09 hours and 45 minutes a day and 44 hours per week, plus overtime of 2 hours a day. The Company respects the daily breaks for rest and meal, the break of 11 hours between two consecutive working days and the weekly paid rest, in addition to holidays and statutory vacations.

7 - FREEDOM OF ASSOCIATION AND RIGHT TO COLLECTIVE BARGAINING

DAXIA respects the right of all employees to form or join trade unions, as well as to collective bargaining.

8 - PROHIBITION TO DISCRIMINATION

DAXIA prohibits any attitude of discrimination by race, social class, nationality, religion, disability, gender, age, sexual orientation, union or political association when hiring and executing labor contracts and in its business activities.

9 - DISCIPLINARY PRACTICES

In exercising its disciplinary prerogative in its labor relations, DAXIA prohibits the use of any form of corporal punishment, psychological, physical coercion or verbal abuse (humiliation).