

ARX LIMITED SUPPLIER CODE OF CONDUCT

1. OBJECTIVE

The objective of this Policy is to formalize the guidelines passed on by ARX Limited (“Company”) to its suppliers and partners, with a view to a relationship based on ethics and socio-environmental responsibility throughout the value chain.

2. SCOPE OF APPLICATION

This Policy applies to all suppliers and partners of ARX Limited.

3. CONTENT OF THE STANDARD

ARX Limited offers all suppliers and partners fair and uniform treatment. Decisions regarding business relationships are based on objective criteria such as price, quality, reliability, and honesty. Suppliers are considered partners, and ethics and honesty are essential requirements for healthy and lasting relationships. Audits are conducted on critical suppliers to ensure compliance with current legislation, process conformity with working conditions and Human Rights, and to guarantee good ethical practices and socio-environmental responsibility.

As a commitment, the strategies and operations are aligned with universal principles in the areas of Human Rights, Labor, Environment and Anti-Corruption, and with the Guiding Principles on Business and Human Rights.

The strategy is aligned with the UN 2030 Agenda, which proposes 17 Sustainable Development Goals (SDGs) to be pursued by countries and organizations to address the main challenges to sustainability in the coming years.

ARX Limited supports the Principles for the Empowerment of Women; the Pact for the Eradication of Forced Labor; and cooperates in Racial and Gender Equity, in addition to signing the Business Charter for Human Rights and the Promotion of Decent Work.

Following these principles, ARX Limited requires the following from its suppliers and partners:

- Compliance with all applicable laws in Brazil, including those related to the environment, tax, labor, and social security;
- Respect for and strict adherence to agreements made in commercial contracts;
- Confidentiality of data and information, which must be treated responsibly and with the same level of protection attributed to its own data and information;
- Constant improvement of products, processes, and services provided, aiming for sustainability and total control of quality, management, and costs;
- Commitment to ensuring proper certification by competent bodies (e.g., ANVISA, INMETRO) of the products offered by suppliers, ensuring that they do not pose risks to the health or safety of the end consumer;
- Periodic verification of tax compliance and alignment of its social objectives with the nature of the products and/or services offered to ARX Limited, and cooperation in audit processes to assess the adequacy of factory and/or production operations to labor protection standards and guidelines for environmental preservation and social responsibility;
- Compliance with applicable local environmental legislation in its operations and maintaining an environmental management system, adopting practices to reduce energy, water and waste consumption, as well as adapting to climate change in order to mitigate its emissions and reduce environmental risks.
- Commitment to procedures and instructions that regulate and preserve occupational safety and health, and compliance with laws and regulations relating to Occupational Medicine and Safety;



- The pursuit of an environment free from violence or threats and the combating and prevention of any form of moral and/or sexual harassment and the exposure of employees to humiliating and/or embarrassing situations;
- The non-use of any form of work that violates human rights, as well as workers' rights provided by law, including forms of forced/slave-like labor and the use of child labor. These forms of work constitute crimes and must be eradicated;
- Decent working conditions for employees, providing a work environment within the standards required by law;
- Commitment to the pursuit of eradicating the sexual exploitation of children and adolescents, with special attention to sectors most sensitive to the issue, such as logistics;
- Defense of freedom of association and the right to collective bargaining for all employees;
- Combating discriminatory practices, including those related to ethnicity, origin, gender, sexual orientation, religious belief, social class, disability status, among others;
- Exclusive supply to ARX Limited, when products and/or services are specially developed for ARX Limited, with or without the addition of ARX Limited's own brand, with the sale to third parties being strictly prohibited without the due and express authorization of the legal representatives of ARX Limited, under penalty of summary disqualification of the supplier, without prejudice to the collection of damages;
- Control of the regularity of tax obligations, such as with the Federal Revenue Service, Social Security, and other bodies;
- The non-use of corruption, active or passive, the exchange of favors or any other benefit that may compromise the impartiality of the relationship and violate ethical principles. All suppliers and partners must be aware of and faithfully adhere to the terms of ARX Limited's Gifts Policy;
- Use of ethical criteria in the selection of suppliers and partners, such as, for example, positive or negative public records of companies;
- Compliance with the guidelines established by the Code of Ethics and Conduct;

In order to disseminate essential principles for a more just and sustainable society throughout the entire production chain, ARX Limited strongly encourages and guides its suppliers and partners to:

- Value diversity in all its forms, including inclusion in the market and empowerment of people with special needs;
- Promote equity and combat discrimination in any form, as explained in this Policy;
- Seek to promote small, medium and/or local suppliers and partners;
- Participate in local and national agendas for the development and promotion of sustainable initiatives, including seeking to reduce the consumption of energy, water, and supplies, and increasing selective collection for the disposal of generated waste, as well as monitoring, mitigation, and adaptation in relation to climate change;
- Disseminate ethical and responsible management practices throughout the value chain that respect human dignity and environmental preservation.

4. ADHERENCE

Partners, suppliers, and service providers declare that they are aware of this Code and other policies and procedures in force at the Company, through clauses that address these issues in the contracts that establish their relationship with the Company.

5. GENERAL PROVISIONS

Knowledge of the policies is fundamental for the good performance of the associate on the Company's premises. The contribution of all associates and stakeholders is essential for the effectiveness and efficiency of the Ethics in Practice Program; therefore, the commitment of all to the values, principles, policies, and standards of conduct is indispensable.

This Policy comes into effect on the date of its approval by the Board of Directors.