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| SOCIAL RESPONSIBILITY POLICY - FONCEPI COMPANY  POLICY No.  Posted in: | |
| 1. PRESENTATION | |
| Company performance:  Foncepi is a family company, since 1922 operating in the market of carnauba wax, an exclusively Brazilian product, today present with two factories in Northeast Brazil in the states of Ceara and Piauí. We are the world's leading industry, with a key role in the Carnauba market and production chain. | |
| Central themes and positioning in relation to stakeholders:  FONCEPI's Social and Environmental Responsibility Policy (PRSA) was prepared in accordance with the following rules:   1. TAC 2. ISO 26,000 3. Agenda 2030 4. Child and Adolescent Statute; 5. Statute of the Elderly; 6. LAW No. 9,459, MAY 13, 1997 - Discrimination - Prohibition of any kind of racial discrimination, gender, color, age, language, property, nationality or region, religion, ethnic or social origin, economic situation, disability, pregnancy belonging to an indigenous people, union affiliation, political affiliation, political opinions or other opinions .; 7. Consumer Protection Law; 8. Environmental Crime Law; 9. Family farming law; 10. Environmental Legislation (Federal, State and Municipal); 11. Regulatory Standards (Health and Safety); 12. Labor Legislation; 13. Corporate Law; 14. Fiscal and Tax Legislation; 15. Good manufacturing / handling practices; 16. Allergen policy for sacking; 17. International Labor Conventions - ILO; 18. Promotion of associations - Collective agreement of the category.   This policy guides other policies and it will permeate the entire organizational structure of FONCEPI and its units must observe and comply with its principles and guidelines.  Objective :  Establish principles, guidelines and procedures for FONCEPI's socioenvironmental practices in business and in the relationship with Stakeholders, including guidelines for managing its socioenvironmental risks, preventing negative socioenvironmental impacts, expanding positive impacts and managing opportunities within the Organization's sphere of influence, contributing to realize the business commitment expressed in its mission.  FONCEPI's mission is to produce the best carnauba wax on the market, helping people and businesses to prosper, through a culture that values ​​simple, personal and fair relationships, promoting sustainable development.  For FONCEPI, being sustainable means performing its activities contributing to the economic and social progress of the locations where it operates, the responsible use of natural resources, minimizing their impacts on the environment, and fostering fair relations with its main stakeholders.  Professional ethics, responsibility and social and environmental commitment and respect for human rights guide the behavior of its employees, in addition to strict compliance with FONCEPI legislation and codes of conduct. | |
| 2. POLICY DESCRIPTION | |
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| Policy scope: |  |
| Definitions contained in the policy: |  |
| Principles: | The following principles are fundamental to sustainable development and guide Foncepi:   * 1. Encouraging the preservation, conservation and recovery of the environment: Caatinga biome where the carnauba is found.   2. Socially responsible performance, based on transparency, moral and ethical values, Practices a fair price above the Conab table.   3. Compliance with environmental and social legislation, TAC for the carnauba wax activity.   4. Promotion of sustainable development in its economic activities, promoting fair trade and associations of producers of carnauba, striving for the continuous search for economic, financial, social and environmental balance.Measurement of socio-environmental risks in Foncepi's activities.   5. Encouraging the formation of an inclusive culture that inhibits any type of discrimination and offers equal opportunities for all.   6. Promotion, support and diffusion of social and environmental initiatives and projects through annual campaigns including reforestation campaigns.   7. Alignment of the Institution's performance with public policies related to the environment and social responsibilities.   8. Eco-efficiency in the use of resources, with the adoption of socio-environmental criteria in the acquisition of public services.   9. Periodic improvement of the Institution's Social Environmental Policy, with its evaluation every five years by the Senior Management.   10. Performance in line with the Code of Ethics, Conduct and Discipline, with observance of all its articles, especially those related to socio-environmental responsibility, health and safety at work and the ethical code commitment of suppliers against corruption in all its forms. |
| Guidelines and Commitments: | Agenda 2030  Fair trade  Conduct Adjustment Term  Reforestation |
|  | The company's activities with regard to socio-environmental policy are guided by the following guidelines: general  1. Keep employees informed about Foncepi's values and Principles of Corporate Governance. 2. Act in accordance with national and international treaties, agreements, pacts and conventions on the environment and social responsibility. 3. Couteract any practices that are not in legal compliance, that are linked actions of personal favor or that characterize situations of corruption or bribery.  Sustainable development  1. Foster sustainable activities for regional development, strengthening Foncepi's social and environmental responsibilities. 2. Acting in the fight against the snapdragon plague to the carnauba, and promote the reforestation of the carnauba. 3. Encourage integrated and sustainable local development and the association of rural workers, which enables the social, sustainable and exonomical development of the region and community of the carnauba areas. |
| 3. GENERAL PROVISIONS | |
|  | Business management and institutional action  1. Establish procedures and measures aimed at the rational use and eco-efficiency of the resources used in the infrastructures and in the work processes of Foncepi, considering sustainability requirements in the installations and administrative activities, aiming at the preservation of the environment. 2. Incorporate the socio-environmental theme in Foncepi's strategic planning in the Institution's business strategies and work processes. 3. Follow, in its supplier training strategy, the articles related to socio-environmental responsibility. 4. Audit suppliers in the field following the Tac, and require signature of the ethical commitment of suppliers with specific clause explaining non-tolerance to child labor, and the condition analogous to slavery, the use of bribery or the practice of undue advantages, the practice of harassment and sexual or moral abuse and misuse of the environment. 5. Promote an inclusive work environment with equal opportunities. 6. Promote the sustainable sustainability of our biodiversity, promoting the Reforestation of Carnauba.  Governance a) Foncepi must have a governance structure to ensure compliance with this Social and Environmental Responsibility Policy and its alignment with other company policies, with the following characteristics:   1. The Sustainable Development and Export Directorate as the one responsible for enforcing this Social and Environmental Responsibility Policy. 2. Team responsible for programming, monitoring, evaluating and identifying any deficiencies in the implementation of actions within the scope of this Socio-Environmental Responsibility Policy, as well as checking the adequacy of the management of socio-environmental risk.  disclosure  1. Communicate to employees about the approval and future revisions of Foncepi's Social and Environmental Responsibility Policy through its internal communication vehicles. 2. Disclose only promotional pieces, advertising campaigns and any other information or materials that are in accordance with this Policy and the Foncepi Code of Ethical Conduct. 3. Disseminate initiatives and publish the results on Foncepi's sustainability policies and practices. 4. Publish the Policy on its website. 5. Report the results and progress in complying with this Policy in its ongoing Sustainability Report. |