



Sustainability

Policy

April, 2020

Objective

Establish sustainable principles and guidelines that guide Inovax's actions, projects and operations. This policy seeks to align business opportunities, commitment to life and the company's social, environmental and economic responsibility.

Concepts

Sustainability Agenda: Set of themes prioritized by the company with regard to the sustainability of its business.

Management of healthy environments: One in which workers and managers collaborate to use a process of continuous improvement in the protection and promotion of safety, health and well-being of all employees and for the sustainability of the work environment.

Stakeholders: Relevant audiences with interests relevant to the company, or even individuals or entities that assume some type of risk, direct or indirect, before society.

Sustainability: Promotion of development aiming to meet the needs of the present generation, without affecting the fulfillment of the demands of future generations. In the entrepreneurial view it means doing business promoting social inclusion (with respect to cultural diversity and the interests of all audiences directly or indirectly involved in the business), reducing - or optimizing - the use of natural resources and the impact on the environment, preserving the integrity of the planet for future generations, without neglecting the economic and financial profitability of the business.

Rational use of resources: Harnessing the potential existing in the environment with a commitment to adopt good socioenvironmental practices, seeking economics and efficiency, in order to totally eliminate or minimize the need to recover the natural heritage used in favor of development.

Criteria

Inovax's Sustainability Policy establishes the **social, ethical, environmental, privacy and confidentiality criteria for information** that must be followed by the entire company, employees, customers, partners and suppliers.



Social

- Respect the **Universal Declaration of Human Rights** in all its activities and sphere of influence.
- **Respect diversity** in relation to gender, sexual orientation, race, beliefs, ethnicity and people with disabilities.
- **Provide channels for reporting sexual exploitation of children and adolescents** and prioritizing efforts in situations of greater vulnerability.
- Eliminate all forms of **forced or child labor**.
- Ensure **freedom of association** and the effective recognition of the right to collective bargaining.
- Promote **social responsibility actions** guided by Inovax's mission and values.
- Promote **awareness and education actions for sustainability** for the internal public and other stakeholders (ex: World Water Day, World Environment Day, etc.)
- Establish **channels of broad, transparent**, permanent and structured dialogue with stakeholders, respecting the equity and diversity of where we operate.
- **Comply with the requirements of the legislation regarding working hours, wages compatible with the market** and working conditions and well-being appropriate to employees, in accordance with national and international **health and safety standards**.



Ethical

- Comply with the **requirements of the legislation** and act within national and international standards established for the exercise of our activities.
- Prevent and **combat corruption and fraud** in all its forms, within its sphere of influence.
- Act **responsibly, ethically and transparently**, engage stakeholders and fulfill our commitments to achieve and maintain the license to operate.
- Acting in social and legal compliance in labor relations, aiming to prevent and **mitigate conflicts of interest**.



Environmental

- Comply with the **requirements of environmental legislation** and other requirements applicable to Inovax's activities.
- Promote eco-efficiency in all company processes, aiming at reducing consumption and the **sustainable use of natural and administrative resources**.
- Seek to continuously improve the management of the operation to achieve **eco-efficient processes and practices**, which consume less natural resources and generate less environmental impacts.



Privacy and Confidentiality of Information

- Ensure the necessary conditions for the **confidentiality and privacy of company information**, customers, employees, partners and suppliers.
- Commitment not to disclose to third parties **personal or business data** of interested parties.
- Commitment **not to seek personal or business information** that is not relevant to your activities.



Talk to us

Any non-compliance with this policy must be reported by e-mail ouvidoria@inovax.com.br so that it is treated in a safe, confidential and responsible manner. This e-mail can also be used to answer questions or make complaints regarding the criteria of Inovax's Sustainability Policy.

Rio de Janeiro/RJ



+55 21 2103-5550



Av. Rio Branco, 4 - Sl. 401 to 403 | Centro



São Paulo/SP



+55 11 3106-0178



Rua Líbero Badaró, 425 - Conj. 163 | Centro



Curitiba/PR



+55 41 3095-3255



Rua Comendador Araújo, 143 - Sl. 191 and 192 | Centro



Maringá/PR



+55 44 3122-0237



Av. Doutor Alexandre Rasgulaeff, 6.001 | Jardim Real



Serra/ES



+55 27 3026-3025



Rua Francisco Sousa dos Santos, 731 - Sector D - 1° Floor - Sl. 5 | Jardim Limoeiro

