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CODE OF ETHICS AND CONDUCT FOR SUPPLIERS

DPV PRODUTOS QUIMICOS LTDA

HEADQUARTERS

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BRANCH

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MESSAGE FROM MANAGEMENT

DPV Produtos Químicos Ltda, a Brazilian manufacturer of chemical products, is proud to share its growth story, guided by the ethical principles and values that govern its business dealings.

Our Code of Ethics and Conduct for Suppliers reflects the values and principles that guide our daily operations. Values such as Safety, Ownership Mentality, Respect, Excellence, Cooperation, and Teamwork guide our strategic actions and objectives. It is expected that your employees, as well as all your partners, suppliers, and other service providers who interact with the company in any way, are aware of what is practiced and expected. We ask that you read it and use it as an ally in your decision-making, ensuring an ethical, safe, and honest work environment for everyone.

Some topics may not directly affect your daily life, but it is essential that you understand how **DPV Produtos Químicos Ltda** operates and what to do when faced with a situation that is not aligned with this Code of Ethics and Conduct.

If you are an employee of **DPV Produtos Químicos Ltda**, and you witness, encounter, or suspect any behavior that is inconsistent with this Code and/or compromises the company's reputation, please be aware that you can use the communication channels to report it confidentially and anonymously. The communication channels are described at the end of this document.

This Code is the property of **DPV Produtos Químicos Ltda.** and its reproduction and/or distribution is your sole responsibility.

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1. INTRODUCTION

The Code of Ethics and Conduct for Suppliers is the instrument that explicitly states the company's ethical values and principles. It serves to guide actions and direct the company's stance in its interactions with suppliers, different audiences. It helps to reduce ambiguities and personal interpretations surrounding the principles and values that should be respected by all.

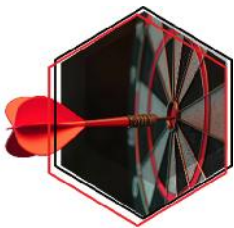
This Code of Ethics and Conduct for Suppliers has the main objective of promoting ethical, transparent, and sustainable business relationships in compliance with applicable legislation, reinforcing our commitment to:

-) Corporate integrity;
-) Compliance and anti-corruption;
-) Sustainability and ESG;
-) Human rights;
-) Health and safety;
-) Environmental protection;
-) Fair competition;
-) Social responsibility;
-) Corporate governance.

All suppliers must be aware of, respect, and fully comply with the provisions of this code.

2. MISSION, VISION AND VALUES

DPV Produtos Químicos Ltda has a clear and widely disseminated mission, vision, and values:



MISSION VISION VALUES

Catalyzing the future with sustainable solutions

To be the most agile strategic partner in sustainable chemical solutions.

- Security
- Ownership attitude
- Respect
- Excellence
- Cooperation & Teamwork

They are the foundation of our essence and guide our actions!

3. Compliance with laws, standards and regulations.

Suppliers must fully comply with all laws, rules and regulations applicable to their activities, including, but not limited to, those related to health and safety, human rights, labor rights, environmental protection, tax, competition, anti-corruption and other regulations in force in the jurisdictions in which they operate.

Ignorance of laws, rules, and regulations does not exempt the Supplier from its responsibility for compliance. All Suppliers are expected to take the necessary steps to know, understand, and observe the legal obligations applicable to their operations.

DPV **Produtos Químicos Ltda** conducts its business with ethics, transparency, honesty, and integrity, fundamental principles for building relationships of trust with clients, shareholders, investors, employees, suppliers, business partners, public bodies, and society.

In this context, Suppliers must not, directly or indirectly, negotiate, offer, promise, authorize, solicit, receive, facilitate, or effect any form of payment, undue advantage, or benefit that could be considered bribery or corruption, including so-called facilitation payments, regardless of the amount or purpose.

Similarly, the use of third parties to commit, conceal, or facilitate any act of corruption in the name of or for the benefit of **DPV Produtos Químicos Ltda** is prohibited.

DPV **Produtos Químicos Ltda** does not adopt, encourage, or tolerate any conduct that constitutes or results in harmful acts against the Public Administration, national or foreign, under applicable law. The company maintains a zero-tolerance policy regarding bribery, corruption, and any practice incompatible with the highest standards of ethics and integrity, expecting its Suppliers to act in accordance with these same principles.

Suppliers must also take measures to prevent their activities from being used for money laundering, terrorist financing, or any other illegal activity.

DPV **Produtos Químicos Ltda** is committed to preventing and combating money laundering, terrorist financing, and other criminal practices, strictly observing applicable Brazilian and international legislation. The company adopts a zero-tolerance policy for this type of conduct.

Suppliers must exercise due diligence in selecting and engaging with their business partners, customers, representatives, and other third parties, ensuring that they do not maintain relationships with individuals or legal entities subject to sanctions, legal restrictions, or included on applicable national or international sanctions lists.

Whenever requested by **DPV Produtos Químicos Ltda**, Suppliers must provide declarations, documents, and information that prove the adoption of practices to prevent money laundering, terrorist financing, bribery, and corruption, as well as demonstrate compliance with applicable laws and regulations.

4. Relationship with our suppliers

Suppliers play a fundamental role in the quality of products and services offered by **DPV Produtos Químicos Ltda**. Therefore, we seek to build relationships based on ethics, transparency, trust, mutual respect, and the generation of value for all parties involved.

The relationship between **DPV Produtos Químicos Ltda** and its Suppliers must observe the principles established in this Code, as well as applicable legislation. Our supplier selection, contracting, and management processes are conducted with impartiality, transparency, free competition, and equal opportunities, ensuring compliance with contractual obligations and the highest standards of integrity.

DPV Produtos Químicos Ltda encourages its suppliers to adopt and promote good management practices, especially with regard to their value chain, including:

- a) To prevent and combat child labor, forced labor or labor analogous to slavery, sexual exploitation of children and adolescents, discrimination, moral and sexual harassment, corruption, money laundering, tax evasion and any other illicit practices;
- b) Implement policies, programs, or procedures related to ethics, integrity, social responsibility, sustainability, human rights, diversity, equity, inclusion, environmental protection, freedom of association, and professional development, including the promotion of employability for people with disabilities and apprentices;
- c) Manage your supply chain, identifying critical suppliers from an economic, social, environmental, and governance (ESG) perspective, establishing action plans and targets for continuous improvement;
- d) Identify, assess, and manage economic, financial, social, labor, tax, environmental, and operational risks that may impact the continuity of its business and its supply chain;
- e) To encourage, whenever possible, the hiring and development of small and medium-sized local suppliers, contributing to the strengthening of the economy and the development of the communities where they operate;
- f) Adopt a Code of Conduct or equivalent instrument and encourage its own suppliers and partners to also observe ethical standards consistent with those established by the DPV;
- g) To fully comply with its labor, social security, tax, and fiscal obligations, ensuring the correct and timely payment of salaries, benefits, and other charges, as well as providing safe and healthy working conditions in accordance with applicable legislation for its employees and outsourced workers.

DPV Produtos Químicos Ltda seeks to establish commercial relationships with Suppliers who demonstrate commitment to the principles of this Code and to best management practices. The company encourages the continuous expansion of its supply base, without any discrimination regarding the size, location or structure of the supplier, provided that it meets the technical, legal, administrative and quality requirements necessary for the supply of products and services.

As part of its management process, **DPV Produtos Químicos Ltda** periodically monitors the performance of its suppliers, with the aim of promoting continuous improvement, strengthening partnership relationships, and encouraging the evolution of quality, sustainability, compliance, and operational performance standards.

For this process, Suppliers are expected to cooperate with assessments conducted by the Procurement area or the responsible areas, providing, when requested, relevant information, documents and evidence, as well as allowing for previously scheduled technical visits, audits or assessments, in accordance with applicable contractual and legal requirements.

5. EMPLOYEE DEVELOPMENT

DPV Produtos Químicos Ltda encourages its suppliers to promote the continuous development of their employees through training, development, and incentive programs for education and professional improvement. We believe that investing in people's development contributes to the appreciation of human capital, expands opportunities for professional and social growth, and positively impacts the quality of products, services, and processes.

6. POSITIVE WORK ENVIRONMENT

DPV Produtos Químicos Ltda expects its Suppliers to promote and maintain a safe, respectful, inclusive and healthy work environment, in which all employees are treated with dignity, equity and respect, favoring their well-being, development and productivity.

In line with the values of integrity, honesty, and respect that guide the actions of **DPV Produtos Químicos Ltda**, Suppliers must prevent and not tolerate any form of discrimination, violence, intimidation, moral or sexual harassment, abuse of authority, or any other conduct that violates human rights or compromises the physical, psychological, or moral integrity of individuals.

7. Unfair competition

DPV Produtos Químicos Ltda values free competition and ethical business practices, recognizing that a competitive, transparent, and honest environment contributes to the sustainable development of the market and the generation of value for society as a whole.

Suppliers are expected to act in accordance with applicable competition law, refraining from adopting or participating in practices that may restrict free competition or compromise the integrity of business relationships.

Examples of conduct incompatible with this Code include, without prejudice to other conduct provided for in legislation:

- ⌋ To gain a competitive advantage by failing to comply with legal, regulatory, labor, fiscal, tax, environmental, or social security obligations;
- ⌋ Making false, offensive, or derogatory statements that could harm the reputation or image of competitors;

- J Participating in agreements, combinations, or practices that constitute a cartel, trust, market division, price manipulation, supply restriction, or any other violation of competition law;
- J To practice, facilitate, or benefit from fraud, industrial espionage, misuse of confidential information, or any other form of unfair competition;
- J To adopt coercive business practices, abuse of economic power, or conduct that may distort free competition;
- J Offering, promising, authorizing, soliciting, or making improper payments, bribes, extortion, or facilitating payments to obtain a commercial advantage or influence the decisions of third parties.

DPV Produtos Quimicos Ltda maintains relationships based on respect for its competitors and believes that fair competition, based on ethics, innovation and quality, strengthens the market, stimulates competitiveness and promotes sustainable business relationships.

8. CONFLICT OF INTEREST

Suppliers must act ethically, impartially, and transparently, avoiding situations in which personal, financial, or commercial interests may influence, or appear to influence, decisions related to business with **DPV Produtos Quimicos Ltda**.

A conflict of interest is considered to exist in any situation where private interests may compromise the objectivity, independence, or integrity of business relationships. Examples include, but are not limited to:

- a) The performance, by employees of **DPV Produtos Quimicos Ltda**, of professional activities, whether paid or unpaid, for the benefit of Suppliers, when this situation may compromise their independence or generate a conflict of interest;
- b) The existence of personal, family, or romantic relationships between employees of **DPV Produtos Quimicos Ltda** and representatives of Suppliers that may influence or appear to influence commercial decisions or contracting processes;
- c) The use, by the Supplier or its representatives, of confidential or privileged information obtained by reason of the relationship with **DPV Produtos Quimicos Ltda** to obtain undue advantage, including in the negotiation of securities or in any other financial transaction;
- d) The existence of a family relationship, up to the second degree, between representatives of the Supplier and employees of **DPV Produtos Quimicos Ltda**, or their respective spouses or partners, when such a relationship may generate a conflict of interest or compromise the impartiality of decisions.

Any real, potential, or apparent conflict of interest situation must be immediately reported to **DPV Produtos Quimicos Ltda**, through the Confidential Channel or another official channel provided by the company, so that it can be analyzed impartially.

Until the evaluation is complete, the individuals involved must refrain from participating in decisions, negotiations, contracting, or any activities related to the potential conflict, preserving the transparency and integrity of the decision-making process.

9. Giveaways, Gifts and Entertainment

The offering or receiving of gifts, presents, meals, hospitality, or entertainment in the context of business dealings with **DPV Produtos Quimicos Ltda** must occur in an exceptional, transparent, legitimate manner, and in accordance with market practices, without compromising the independence, impartiality, or integrity of business decisions.

Only gifts or acts of hospitality of symbolic or modest value are permitted, offered in good faith for institutional purposes or legitimate business relationships, provided they do not create an expectation of favoritism, an obligation of reciprocation, or any perception of undue influence.

It is expressly forbidden to offer, promise, authorize, solicit, grant or receive money, money equivalents, high-value gifts, undue advantages or any benefit that may constitute bribery, favoritism or conflict of interest.

It is also prohibited to offer, promise, grant or authorize gifts, presents, hospitality or any other benefit to public officials, their family members or persons related to them, with the aim of influencing decisions, obtaining undue advantage or facilitating the performance of acts of interest to the Supplier or **DPV Produtos Quimicos Ltda**, in violation of applicable law.

DPV Produtos Quimicos Ltda expects its Suppliers to assess in advance the appropriateness of offering or receiving gifts, presents or hospitality, ensuring that such practices comply with current legislation, this Code, its internal policies and the principles of ethics, transparency and integrity that guide commercial relations.

10. SOCIAL MEDIA

Suppliers and their employees must use social media in an ethical, responsible, and respectful manner, observing the principles and values of **DPV Produtos Quimicos Ltda** whenever they make any mention of the company, its employees, customers, partners, or other related parties.

When engaging in digital environments, Suppliers must ensure that their publications do not disclose confidential information, compromise the image, reputation, or legitimate interests of **DPV Produtos Quimicos Ltda**, and comply with this Code, applicable legislation, and the principles of respect, integrity, and responsibility.

11. HUMAN RIGHTS

DPV Produtos Quimicos Ltda is committed to respecting and promoting human rights in all its activities and expects its suppliers to share this same commitment in their operations and business relationships.

The relationships between **DPV Produtos Quimicos Ltda**, its employees, and the employees of its Suppliers must be guided by ethics, respect, dignity, trust, cordiality, and professionalism, regardless of position, function, hierarchical level, or any other personal condition.

DPV Produtos Quimicos Ltda does not tolerate any form of discrimination, violence, intimidation, harassment, abuse, degrading treatment, or violation of human rights, and expects its Suppliers to adopt measures to prevent and combat these practices, promoting inclusive, safe, and respectful work environments for all people.

a) Harassment and Discrimination

DPV **Produtos Químicos Ltda** does not tolerate any form of harassment or discrimination in its activities and expects its Suppliers to adopt the same standard of conduct in their operations and working relationships.

Any discriminatory or abusive practice based on race, color, ethnicity, nationality, social origin, sex, gender identity or expression, sexual orientation, age, religion, disability, marital status, political opinion, or any other personal, physical, or social condition is prohibited.

Similarly, conduct that constitutes moral or sexual harassment, or any other form of intimidation, coercion, humiliation, abuse of power, or degrading treatment is not permitted, regardless of the hierarchical position of those involved.

DPV **Produtos Químicos Ltda** expects its Suppliers to promote a safe, respectful, and inclusive work environment by adopting preventive measures, awareness mechanisms, and appropriate channels for investigating and addressing complaints related to harassment and discrimination.

b) Child Labor, Slave Labor, and Exploitation of Children and Adolescents

DPV **Produtos Químicos Ltda** does not establish or maintain commercial relationships with Suppliers who directly or indirectly adopt any form of child labor, forced labor or labor analogous to slavery, sexual exploitation of children and adolescents, human trafficking, or any other practices that violate human rights and applicable legislation.

DPV **Produtos Químicos Ltda** expects its suppliers to adopt and ensure rigorous practices to protect the rights of children and adolescents, including:

- J Do not employ adolescents under the age of 18 in activities that are dangerous, unhealthy, or harmful to their physical, psychological, moral, or social development, nor in conditions that prevent or hinder school attendance, including night work, in accordance with applicable legislation;
- J Not to use, support or benefit from any form of forced, compulsory or slave-like labor, as well as child labor at any stage of its activities or supply chain;
- J Do not employ minors under 16 years of age, except as apprentices from the age of 14, in accordance with current legislation, especially Law No. 10.097/2000 and the Consolidation of Labor Laws;
- J Not to tolerate, support, or benefit from any form of sexual exploitation of children and adolescents, nor from practices involving the production, reproduction, recording, dissemination, or facilitation of sexual content involving minors, nor any form of enticement, recruitment, coercion, or intermediation for such purposes;
- J Companies must not condone the sexual exploitation of children and adolescents in their value chain and must adopt measures to prevent their products, services, or operations from being used for such purposes. Suppliers who are directly or indirectly involved in such practices will be subject to contractual measures, including disqualification and reporting to the competent authorities.

DPV Produtos Químicos Ltda encourages its Suppliers to adopt mechanisms for preventing, monitoring, and mitigating risks related to human rights violations in their operations and supply chain, promoting an ethical and safe work environment in compliance with applicable legislation.

12. POLITICAL ACTIVITIES AND FREEDOM OF ASSOCIATION

DPV Produtos Químicos Ltda has no partisan affiliation and respects the individual right of its employees and suppliers to participate in political, union, or associative activities, provided that they are exercised legitimately, voluntarily, and in accordance with applicable law.

DPV Produtos Químicos Ltda expects its Suppliers to respect the freedom of association of its employees, as well as the right to collective bargaining and the recognition of trade union entities, in accordance with current labor laws.

No person should suffer retaliation, discrimination, or any type of harm because of their union membership, participation in representative activities, or personal political stance.

13. LABOR PRACTICES

a) Salaries and Benefits

Suppliers of **DPV Produtos Químicos Ltda** must ensure that their employees receive remuneration and benefits in accordance with current labor legislation, including the correct and timely payment of wages, benefits, and other legally established rights.

Suppliers are also expected to adopt best practices in managing their supply chain, selecting business partners who also comply with applicable legislation and ethical standards consistent with the principles established in this Code, especially with regard to labor rights, decent working conditions and integrity in business relationships.

b) Health and safety

Suppliers of **DPV Produtos Químicos Ltda** must ensure safe, healthy and adequate working conditions for all their employees, in accordance with applicable occupational health and safety legislation.

They are expected to adopt preventive measures to eliminate or mitigate occupational risks, including the implementation of procedures, training, use of personal and collective protective equipment when applicable, as well as the promotion of a safety culture in their operations.

Suppliers must ensure that their employees are properly trained and qualified to perform their activities safely, in addition to complying with all standards, regulations, and legal requirements related to occupational health and safety.

DPV Produtos Químicos Ltda encourages its suppliers to promote the continuous improvement of their health and safety practices, aiming at the prevention of accidents, occupational diseases and the preservation of the physical and mental integrity of all workers involved in their activities.

14. ESG AND SUSTAINABILITY

DPV Produtos Químicos Ltda encourages its suppliers to adopt practices aligned with ESG (Environmental, Social and Governance) principles, promoting sustainability in their operations, supply chain and relationships with their stakeholders.

From an environmental standpoint, Suppliers are expected to act responsibly in managing their impacts, seeking to prevent pollution, use natural resources efficiently, reduce emissions, manage waste properly, and comply with applicable environmental legislation.

In the social aspect, Suppliers must promote decent, safe and inclusive working conditions, respecting human rights and contributing to the development of the communities where they operate.

In terms of governance, they must adopt ethical, transparent, and responsible management practices, ensuring compliance with laws, regulations, and principles of integrity, including measures to prevent corruption, fraud, and other irregularities.

DPV Produtos Químicos Ltda values suppliers committed to the continuous improvement of their ESG practices, encouraging the adoption of goals, indicators, and initiatives that contribute to sustainable development and the generation of long-term value.

15. SECRECY AND CONFIDENTIALITY

Suppliers must maintain the strictest confidentiality regarding all information from **DPV Produtos Químicos Ltda** to which they have access as a result of their business relationship, regardless of its nature or form of presentation.

Access to information from **DPV Produtos Químicos Ltda** should be restricted exclusively to individuals who need to know it in order to perform the contracted activities, and its use should be strictly limited to the specific purpose of supplying products or providing services.

Suppliers must treat all non-public information received from **DPV Produtos Químicos Ltda** as **confidential**, including, but not limited to, technical, commercial, strategic, operational, financial data and personal information, fully complying with applicable legislation on personal data protection and information security.

This confidentiality obligation applies throughout the negotiation, contract execution, and post-contractual phases, remaining in effect indefinitely after the termination of the commercial relationship, until the information becomes publicly available in a legitimate manner, without violating this Code or contractual obligations.

Suppliers must also respect and protect the intellectual property rights of **DPV Produtos Químicos Ltda**, refraining from using, reproducing, disclosing or sharing any protected materials, trademarks, documents, technologies or information without prior express authorization.

a) Information Security and Data Protection (LGPD)

Suppliers must adopt appropriate technical, administrative, and organizational measures to ensure the security of **DPV Produtos Químicos Ltda 's information** and the protection of personal data, preventing unauthorized access, loss, alteration, improper disclosure, or any form of inappropriate processing.

The processing of personal data within the scope of the commercial relationship with **DPV Produtos Químicos Ltda** must comply with applicable legislation, in particular the General Data Protection Law – LGPD (Law No. 13.709/2018), as well as other related national and international regulations, when applicable.

Suppliers must ensure that any processing of personal data is lawful, transparent, and limited to the purposes strictly necessary for the execution of the contracted activities, observing the principles of purpose, necessity, adequacy, security, and data minimization.

Access to information and data from **DPV Produtos Químicos Ltda** should be restricted only to authorized personnel and strictly necessary for the execution of the contractual object, observing the principle of least privilege.

Suppliers must implement information security controls commensurate with the risk level of the data processed, including, where applicable, access controls, authentication, encryption, backups, monitoring, malware prevention, and other appropriate protective measures.

suspected or confirmed information security incident or personal data breach involving information from **DPV Produtos Químicos Ltda must be reported immediately to DPV Produtos Químicos Ltda**, allowing for the timely adoption of mitigation, containment, and response measures.

DPV Produtos Químicos Ltda expects its Suppliers to be in continuous compliance with the LGPD (Brazilian General Data Protection Law) and to promote good data governance practices, ensuring the protection of the privacy and rights of personal data subjects.

16. Ombudsman / Complaints

Any employee or business partner of **DPV Produtos Químicos Ltda** who becomes aware of any violation of the principles, guidelines, and standards of this Code of Ethics and Conduct, as well as any doubts about its application, should report the fact or formulate their question through the following channel: anticorruptcao@dpv.com.br or leave their complaint in the suggestion box located near the cafeteria.

Communications can be made anonymously, but if you wish to identify yourself, your identity will be kept confidential.

17. Violation of the Code of Ethics and Conduct

DPV **Produtos Químicos Ltda** reserves the right to take all applicable legal, contractual, and administrative measures in the event of non-compliance with this Code of Ethics and Conduct for Suppliers.

Depending on the severity of the infraction, proportionate measures may be applied, including warnings, immediate suspension of supply, and termination of the contract for just cause, without prejudice to the application of other penalties stipulated in the contract or applicable legislation.

In the most serious cases, **DPV Produtos Químicos Ltda** may also take legal and administrative action, including holding those involved accountable and claiming damages for losses and harm resulting from the violation.

Learn about the communication channels for reporting crimes.		
Violations of the Code of Conduct anticorrupcao@dpv.com.br eticadpv@dpv.com.br	Non-compliance with the General Data Protection Law [LGPD] canaldpo@dpv.com.br	Complaints eticadpv@dpv.com.br
Contact phone number:	(19) 3531 8300	

18. NOTICE TO THE READER

DPV **Produtos Químicos Ltda** reserves the right, at any time and at its sole discretion, to modify, suspend or revoke, in whole or in part, this Code of Ethics and Conduct for Suppliers, as well as any policies, procedures and programs related to it.

DPV **Produtos Químicos Ltda** may also interpret and update this Code of Ethics and Conduct for Suppliers as necessary, in accordance with its internal guidelines and applicable legislation.

Any changes will be duly disclosed and communicated through the appropriate channels, in accordance with applicable legal and regulatory requirements .

19. CHANGE HISTORY

<i>Date</i>	<i>Revision</i>	<i>Description / Modifications</i>	<i>Reviewed by:</i>	<i>Approved by:</i>
11/28/2023	01	Initial Edition	Compliance Committee	Alexandre Vilalobos
11/04/2025	02	General Review	Compliance Committee	Alexandre Vilalobos
04/06/2026	03	General Review	Compliance Committee	Alexandre Vilalobos



STATEMENT OF AWARENESS AND COMMITMENT

I declare that I have received the Code of Ethics and Conduct for Suppliers of **DPV Produtos Químicos Ltda** and I agree with the rules established in this manual.

ENTERPRISE:	
CNPJ:	
NAME OF PERSON IN CHARGE:	
POSITION:	
DATE:	
SIGNATURE:	