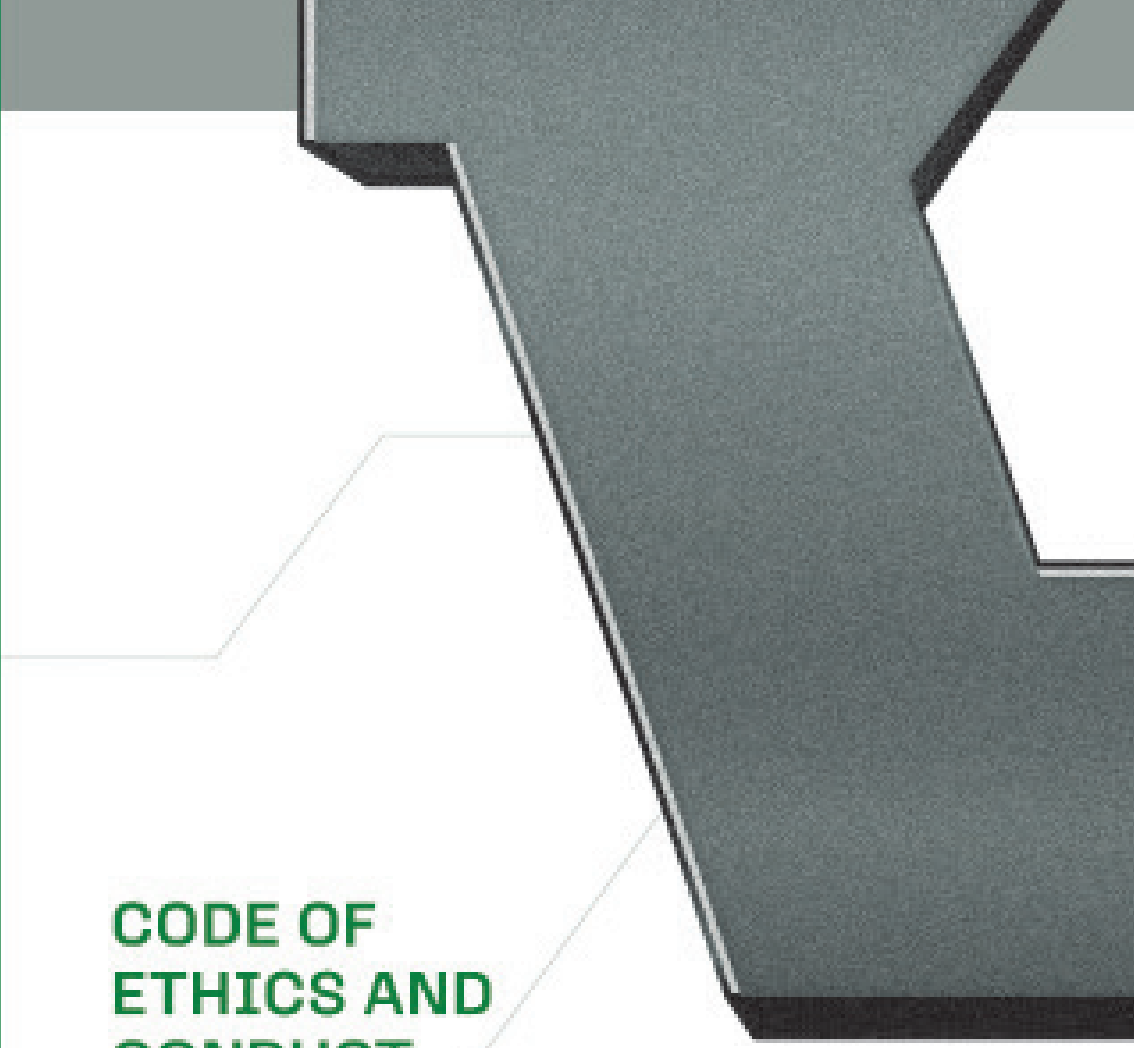


CODE OF ETHICS AND CONDUCT

METISA

MESSAGE FROM MANAGEMENT

Our Company's sustainability has a strong foundation: work, forward-looking exercises, employee satisfaction and meeting customer needs.

We orient our results to the interests of technological evolution, employees, shareholders and all those who directly or indirectly influence the dynamics of our business.

Ethical conduct is one of METISA's sustainability pillars and is consolidated in the Code of Ethics and Conduct, with the objective of guiding our actions and those of future generations.

Our conduct is an example to ensure the best working environment and the reliability of our shareholders*, customers and suppliers.

The Management

*See glossary

METISA

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1. SHAREHOLDERS AND BOARD OF DIRECTORS

METISA supports transparency in attitudes and information, guarantees sustainable growth * and is committed to generating results, with a return to shareholders*.

CONDUCT GUIDELINES:

Commitments of the Shareholders* and the Board of Directors:

1.1 Guidance for the Collective Interest: provide guidelines, which are always in the interest of all shareholders*.
1.2 Provision of Information: provide accurate and truthful information to ensure future planning.
1.3 Long-Term Vision: exercise a long-term vision of the business and the areas of activity.
1.4 Monitoring and Sustainability: monitor results and guide resources* for sustainability and company growth.
1.5 Legal and Statutory Compliance: defend, comply with and promote compliance with the Company's Bylaws, the Brazilian Corporation Law and the instructions of the Brazilian Securities and Exchange Commission.
1.6 Information Protection: protect and keep strategic information confidential and disclose it in accordance with legal requirements.

*See glossary



Créditos: Evandro Loes/JMV

2. COMMUNITY

METISA understands that its activity has a significant impact on the community where it operates. In this sense, it seeks to maintain professionalism, respect and transparency in the relationship with the surrounding community.

CONDUCT GUIDELINES:

2.1 Public Information: on a voluntary basis or whenever requested by the community, METISA makes public information available and in accordance with legal requirements.
2.2 Voluntary Contributions: contributes to Institutions, subject to the limits set out in the company's annual Budget Plan.
2.3 Community Interactions: offers, through the METISA Athletic Association, space for sports and leisure practice according to the rules of use.





3. GOVERNMENT AND SOCIETY



METISA is committed to seeking and maintaining constructive relations with governments and society, recognizing the need to contribute to an increasingly better country.

CONDUCT GUIDELINES:

3.1 Legal Compliance: METISA complies with the laws and regulations applicable to its activities and the markets in which it operates.
3.2 Support to Stakeholders: supports the employer and labor representative bodies in actions based on compliance with laws, good conduct and improvement of quality of life.
3.3 Contribution to Society: seeks to contribute to representative bodies of society, in accordance with the company's Bylaws and its ethical principles.
3.4 Anti-Corruption: undertakes to comply with legislation related to practices to prevent and combat corruption.
3.5 Mutual Respect: METISA treats all its stakeholders with respect and expects reciprocity.



4. COMPETITORS

METISA is committed to maintaining a respectful relationship with competitors and contributing to the market, acting in a fair and competitive manner.

CONDUCT GUIDELINES:

4.1 Ethical Use of Information: METISA does not use and does not share information that denigrates the image of competitors.
4.2 Ethics in Negotiations: repudiates agreements that may affect ethics in market negotiations.
4.3 Mutual Respect: METISA treats all its stakeholders with respect and expects reciprocity.





5. PRESS

METISA values the work of the press and believes in the strength of communication in the development of society and the promotion of ethics.

CONDUCT GUIDELINES:

5.1 Responsible Collaboration: METISA collaborates in the dissemination of information, provided that it complies with the company's guidelines and legal requirements

5.2 Communications: requests for communication on behalf of the company should be directed to marketing for referral to specific areas.

5.3 Official Manifestations: official manifestations of the company, in the media, can only be made by the Executive Board, Management or by persons appointed by them.

5.4 Mutual Respect: METISA treats all its stakeholders with respect and expects reciprocity.





6. CUSTOMERS

METISA is committed to meeting the expectations of its customers, maintaining a relationship of respect and considering the interests of both parties. This guideline extends to Commercial Representatives and Agents (Export) in customer service.

CONDUCT GUIDELINES:

6.1 Equal Service: METISA serves all customers with equality, proactivity and agility.
6.2 Integrity and Transparency: conducts negotiations with integrity and transparency, ensuring compliance with the conditions agreed in the contract.
6.3 Gifts: in customer relations, METISA only authorizes the delivery and/or receipt of institutional gifts *.
6.4 Use of the trademark: the use of the METISA trademark must be previously authorized by the company's marketing and endorsed by the Board of Directors.
6.5 Visits to the Facilities: in visits to the company's facilities, the guidelines of the METISA Visitor Guide must be complied with.
6.6 Mutual Respect: METISA treats all its customers with respect and expects reciprocity.





7. SUPPLIERS
(Products and Services)

METISA respects free competition and is committed to building and maintaining sustainable business relationships with its suppliers.

CONDUCT GUIDELINES:

7.1 Conflicts of Interest*: in relations with suppliers, the commercial relationship free of conflicts of interest must prevail *. Any doubtful situation or potential conflict of interest must be reported by the employee to his/her superior prior to any negotiation.

7.2 Confidentiality: all information shared in the commercial relations between METISA and its suppliers is considered confidential and must be used exclusively for the purposes for which it is intended.

7.3 Use of the trademark: the use of the METISA trademark must be previously authorized by the company's marketing and endorsed by the Board of Directors.

7.4 Disclosure of Images and Information: the disclosure of images and information related to METISA must be previously authorized by the Manager responsible for them or by the company's marketing.

7.5 Gifts: in relations with suppliers, METISA only authorizes the delivery and/or receipt of institutional gifts*.

7.6 Legal Compliance: METISA complies with current legislation and expects its suppliers to adopt the same stance.

7.7 Prohibition of Favoritism: METISA adopts an impartial supplier selection process, prioritizing technical criteria and the best cost-benefit ratio.

7.8 Site Visits: When visiting the company's facilities, the guidelines of the METISA Visitor Guide must be complied with.

7.9 Customary Service Providers: suppliers of customary services (example: restaurant, surveillance, civil construction) must observe the conduct guidelines for employees as set out in this Code of Ethics and Conduct, where applicable.

7.10 Mutual Respect: METISA treats all its suppliers with respect and expects reciprocity.

7.11 Child Labor and/or Slave Labor Analog: METISA condemns any supplier that uses child labor and/or labor analogous to slavery.

*See glossary



8. ENVIRONMENT

It is METISA's commitment to conduct actions that contribute to the preservation of the environment and sustainable development.

CONDUCT GUIDELINES:

8.1 Waste Generation: improve processes to reduce waste generation.
8.2 Waste Disposal: promote selective collection and ensure correct disposal.
8.3 Environmental Responsibility: contribute to the development of behaviors and attitudes of environmental responsibility.
8.4 Natural Resources: commit to the conscious use of natural resources.





9. INTERNAL STAKEHOLDERS

METISA recognizes the importance of people and a good organizational environment for the success of its business and promotes ethical and collaborative relationships

9.1 JOB OPPORTUNITIES AND PROFESSIONAL GROWTH METISA offers job opportunities and professional growth according to the criteria established in the Positions and Salaries Policy.

CONDUCT GUIDELINES:

9.1.1 Recruitment and Selection: the recruitment and selection process (internal and external) is guided by equal opportunities and considers meeting the requirements of jobs without discrimination* or personal influence, prioritizing growth opportunities.
9.1.2 Appointment of Employees for Vacancies: the company may appoint employees to fill vacancies provided that the candidates indicated meet the technical and competence requirements required for the jobs.
9.1.3 Kinship Ties*: not allowed in cases of direct hierarchical subordination, as well as in administrative positions with operational synergy *. It is not recommended in administrative positions * subordinated to the same hierarchy*.

*See glossary

9.2 CHILD LABOR AND/OR SLAVE LABOR

METISA condemns the exploitation of the human condition characterized by child labor and labor analogous to slavery*, acting in accordance with current legislation.

CONDUCT GUIDELINES:

9.2.1 Protection of Minors: the company does not hire children under 16 years of age, except as a young apprentice.
9.2.2 Respect for Human Dignity: it does not expose people to work similar to slave* and/or degrading labor, ensuring respect for human beings.

*See glossary

9.3 HEALTH AND SAFETY

METISA is committed to occupational health * and employee safety, providing adequate work environments and structured health monitoring programs to ensure compliance with current legislation.

CONDUCT GUIDELINES:

METISA's commitments:

9.3.1 Risk Management: adopt management programs for work environments and, thus, keep all risks monitored and controlled.
9.3.2 Occupational Health Monitoring *: implement occupational health monitoring programs * and adopt systematic employee monitoring procedures.
9.3.4 Training and Educational Actions: develop and maintain training programs and educational actions, in order to enable safe operations and conducts. **9.3.5 Emergency Response:** maintain Emergency Brigade and Emergency Action Plan (PAE) appropriate to its operational demands.
9.3.6 Support: support CIPA (Internal Commission for the Prevention of Accidents and Harassment) and GSM (METISA Security Group) in their activities and needs.

Employee commitments:

9.3.7 Compliance with Safety Rules: seriously execute the safety routines and rules established by the company, including corresponding records, striving for their veracity and accuracy.
9.3.8 Reporting of Risk Situations: immediately report to the hierarchical superior, security (SESMT), CIPA or GSM any situation that may pose a risk to health and safety.
9.3.9 Preventive Attitudes: perform professional activities, adopting effective and preventive conducts, aiming at their own safety and that of their colleagues.
9.3.10 Guidance and Care: ensure the safety of anyone on the company's premises, guiding them to comply with established safety routines and regulations. **9.3.11 Commuting/route:** adopt safe conduct on the journey between home and work and vice versa, regardless of the means of transport used.
9.3.12 Safety in All Areas: METISA encourages and expects its employees to also adopt healthy, safe and responsible conduct in domestic, leisure, travel activities, among others, and recommends that the knowledge acquired in internal campaigns be shared with family and friends.
9.3.13 Health Care: in case of suspected infectious disease, METISA recommends the use of a mask, alcohol gel and other preventive measures indicated by the medical area.

*See glossary


ATENÇÃO

9.4 SPORT AND LEISURE

METISA values and encourages sports and leisure activities through the METISA Athletic Association (AAM), as it understands that they contribute to the health and integration of employees, family members and the community.

CONDUCT GUIDELINES:

METISA's commitments:

9.4.1 Stimulation of Participation: encourage voluntary participation in internal and external events.
9.4.2 Support to the Executive Board: support the AAM Executive Board in promoting an environment of respect and harmony in the Association.
9.4.3 Repudiation of Inappropriate Conduct: repudiate inappropriate conduct that may harm the image of METISA and AAM, either on the Association's premises or externally.

Commitments of associated employees, their family members and guests and all those representing AAM:

9.4.4 Zeal and Image: protect the assets*, image and reputation of METISA and AAM, either on the Association's premises or externally.
9.4.5 Compliance with Regulations: follow and respect AAM regulations.

*See glossary

9.5 INTERPERSONAL RELATIONSHIPS

METISA understands that a respectful, harmonious, collaborative, productive and results-generating work environment is directly related to the way its members interact.

CONDUCT GUIDELINES:

9.5.1 Respect in Relationships: relate in a respectful way, adopting conduct that preserves the image and reputation of the other.
9.5.2 Team Spirit: adopt conduct of partnership and collaboration among colleagues, regardless of shift, position, sector or area.
9.5.3 Neutrality and Impartiality: do not allow opinions or personal preferences on any matter to compromise the good relationship.
9.5.4 Treatment by Nicknames: treat people by their name, unless they pre-fer to be addressed by their nickname.





9.6 DIVERSITY AND INCLUSION

METISA recognizes diversity as inherent in society, affirms its commitment to full respect for the human being, values the inclusive work environment and condemns any type of discrimination*.

CONDUCT GUIDELINES:

9.6.1 Welcoming and Respect: welcoming diversity with respect and thus contributing to the integration of all and to a good working environment.
9.6.2 Use of Nicknames: the use of offensive, derogatory, discriminatory and/or prejudiced nicknames is prohibited.

***See glossary**

9.7 HARASSMENT IN THE WORKPLACE

METISA is committed to promoting a respectful work environment.

CONDUCT GUIDELINES:

9.7.1 Mutual Respect: treat colleagues, hierarchical superiors and subordinates with respect and consideration.
9.7.2 Harassment*: are unacceptable in any of their forms and conduct.
9.7.3 Contractual Obligations *: the collection of contractual obligations * should be done with professionalism, objectivity and in a respectful manner.

*See glossary

9.8 LEADERSHIP CONDUCT

Leadership must have exemplary conduct and commitment to the company's results.

CONDUCT GUIDELINES:

9.8.1 Exemplary Leadership: leading the team with ethics, integrity and consistency, providing fair, dignified and respectful treatment to all.
9.8.2 Guardian of the Standards: ensure compliance with internal laws, standards and procedures and this Code of Ethics and Conduct.
9.8.3 Systemic Performance: demonstrate commitment to management and decision-making methodologies and systems*.
9.8.4 Confidentiality: Company and employee information must be treated with discretion and used appropriately, both internally and externally, while preserving confidentiality.
9.8.5 Influence: Do not use the position to harass or gain advantages, whether personal or for third parties.
9.8.6 Conflict Management: Do not allow conflict situations * to interfere with the company's activities and results.
9.8.7 Fighting Harassment and Discrimination*: act immediately in situations of harassment* and discrimination*.
9.8.8 Decency: maintain decorous conduct * in any environment in order to preserve the company's image and reputation.
9.8.9 Management Commitment: act systematically* in the implementation and maintenance of the processes under its responsibility, to meet the company's results and customer, legal and statutory requirements *.

*See glossary

9.9 USE OF THE COMPANY 'S ASSETS AND RESOURCES

The assets* and resources* of the company must be used appropriately and for the purpose for which they are intended.

CONDUCT GUIDELINES:

9.9.1 Assets* and Resources* of the Company: are strictly for professional use.
9.9.2 Zeal: the company's assets* and resources* must be used with zeal and in a rational way, to ensure their maintenance, conservation and greater income.
9.9.3 Working Hours: must be used rationally and dedicated to the execution of professional activities.
9.9.4 Misappropriation: Thefts, robberies and fraud are unacceptable and dealt with in accordance with current laws. *See glossary

9.10 CONFIDENTIALITY AND USE OF INFORMATION

METISA considers that the information used in the conduct of its business must be protected and used properly by everyone

CONDUCT GUIDELINES:

9.10.1 Public Information: may only be disclosed and/or shared information officially published by the company.
9.10.2 Internal Information: oral, written, electronic or other information, such as: formulas, processes, designs, sketches, images, plans, drawings, product concept, specifications, samples, customers, resellers and/or distributors, prices, costs, inventions, ideas and marketing information may not be disclosed to third parties, except when previously authorized by Management or Board of Directors.
9.10.3 Image Capture and Dissemination: the capture and dissemination of images of facilities, equipment, processes, among others, that may expose or be used to the detriment of the company are prohibited.
9.10.4 Image of People: may only be disclosed with prior image rights authorization.
9.10.5 Provision of Information: the provision of information to the external public must be previously authorized by the Board or Management, except when required by law or contract.
9.10.6 Teachers and Speakers: the employee who works in external organizations as a teacher or speaker must communicate this activity to their hierarchical superior, maintain confidentiality about strategic information and preserve the company's image and reputation.

9.10.7 Academic Papers and Reports: if they contain information not disclosed by the company to the external public, they must be previously approved by the Manager responsible for them.
9.10.8 Data Protection: METISA does not authorize the disclosure of information from individuals with whom it maintains or has maintained links, except when requested in court, required by law or authorized by the data subject.
9.10.9 Confidentiality: keep sensitive* and confidential information related to employees, suppliers, customers, among others, obtained in the work environment.
9.10.10 Official Manifestations: only the Executive Board, Management or representatives appointed by them are authorized to grant interviews or carry out official manifestations on behalf of the company.

*See glossary

9.11 USE OF SOCIAL NETWORKS

METISA recognizes the existence and importance of social networks and recommends responsible use.

CONDUCT GUIDELINES:

9.11.1 Image and Reputation: the use of social networks to denigrate or compromise the image and reputation of METISA and its members is not allowed.
9.11.2 Company Publications: official company publications may be shared, provided they are shared in full and the source is cited.

9.12 PROFESSIONAL CONDUCT

METISA expects its members to adopt a professional conduct aligned with its organizational values and principles, extended to external environments when they represent the company and/or wear the uniform.

CONDUCT GUIDELINES:

9.12.1 Conflicts of Interest*: professional attitude must prevail to the detriment of personal interests or those of third parties. Cases of conflicts of interest * must be reported to the hierarchical superior.
9.12.2 Parallel Activities: should not be carried out during working hours, interfere with professional performance or compete with the company's activity.
9.12.3 Internal Customer/Supplier *: adopt the "internal customer" culture to promote integration between shifts and sectors, aiming at excellence in results.
9.12.4 Use of the Uniform: avoid using the uniform outside work activities, but when used, take care of preserving the company's image and reputation.
9.12.5 Gifts: the employee can only receive and/or deliver institutional gifts *.
9.12.6 Sponsorships: it is forbidden to request or accept sponsorships from customers or suppliers for events of any nature.
9.12.7 Invitations: when received from stakeholders for lunches, dinners and other events, they can be accepted as long as previously authorized by the responsible Manager.
9.12.8 Sale of Goods: the sale of products or services on the company's premises, within or outside working hours, is prohibited.
9.12.9 Responsibility: it is everyone's responsibility to honor the professional commitments assumed, meet deadlines and give feedback in case of difficulty.
9.12.10 Learning from Mistakes: taking responsibility for the work performed and decisions made. Any mistakes should serve as learning and professional growth.
9.12.11 Commuting/route: adopt respectful conduct in the journey between home and work and vice versa, regardless of the means of transport used.
9.12.12 METISA Brand: the brand is the company's property* and should not be used for its own benefit or associated with situations that may denigrate or compromise METISA.
9.12.13 Responsibility: it is everyone's commitment to respect and comply with the requirements defined for their processes and/or activities, act responsibly to achieve the expected results and ensure the veracity and accuracy of information and records.

*See glossary

9.13 USE OF ALCOHOL, DRUGS AND WEAPONS

In order to preserve the safety and physical integrity of employees, METISA prohibits, in the workplace, the carrying of weapons, as well as the consumption of alcoholic beverages, drugs or any substances that may alter the level of consciousness.

CONDUCT GUIDELINES:

9.13.1 Consumption: the consumption of licit drugs (cigarettes and alcoholic beverages) and illicit drugs (narcotics and the like) is prohibited on the premises of the company, from the entrance.
9.13.2 Altered Behavior: access and permanence of employees on company premises with behavior altered by drug use, including alcoholic beverages, is prohibited. When prescribed, the use of psychotropic medications* must be communicated to the outpatient clinic, to assess the impacts and risks at work.
9.13.3 Carrying a Weapon: It is forbidden to enter the company's premises with any type of weapon, including knives and the like. Failure to comply with this prohibition is subject to communication to the police authority and the application of disciplinary actions.
9.13.4 Consumption of alcoholic beverages outside the work environment: if there is consumption, it is recommended to do so consciously and responsibly, especially if driving a motor vehicle.

9.14 PARTY-POLITICAL ACTIVITIES

METISA adopts a position of neutrality, but respects the freedom of participation of its members in partypolitical activities in the exercise of citizenship.

CONDUCT GUIDELINES:

9.14.1 Political-partisan activities: must be carried out outside the company's facilities and must not use METISA's brand and/or resources*. In the company's facilities, the use of caps, T-shirts, buttons and other props with party-political content is prohibited.
9.14.2 Political Harassment*: Political harassment* is prohibited and respect for freedom of thought and individual choice must prevail.

*See glossary





10. COMPLIANCE WITH THE CODE OF ETHICS AND CONDUCT

Compliance with the Code of Ethics and Conduct is everyone's commitment.

It is the responsibility of the leaders to act so that the Code of Ethics and Conduct is disseminated and complied with, using this instrument to guide attitudes and actions.

Anyone who observes or becomes aware of violations of the code or has doubts as to its meaning, intention or application, will have channels at their disposal to register and forward their manifestation.

Registration and forwarding of manifestations

10.1 IF YOU ARE A METISA EMPLOYEE, USE ONE OF THE CHANNELS BELOW:

- Hierarchical superior.
- Member of the Ethics Committee *.
- Form available on physical ballot boxes in the company.
- Website: **www.metisa.com.br/codigo-de-etica-e-conduta**
- Email: **eticametisa@ouvidoriasegura.com.br**

10.2 IF YOU ARE NOT A METISA EMPLOYEE, USE ONE OF THE CHANNELS BELOW:

- Website: **www.metisa.com.br/codigo-de-etica-e-conduta**
- Email: **eticametisa@ouvidoriasegura.com.br**

*See glossary

Important to know:

Before making a statement, make sure that it is based on facts that can be proven. Comments and rumors should not be used as a basis for reports.

The manifestations must be complete and detailed to enable analysis and investigation. METISA encourages the reporting party to identify themselves. However, anonymous manifestations are accepted, but do not allow a response to be sent to the sender. Anonymous statements with insufficient information are disregarded.

The manifestations received by the Leaders, Committee Members and ballot boxes are handled directly by the Ethics Committee *.

The manifestations sent through the website or email are received by an outsourced company that, in an independent and impartial manner, forwards them to the Ethics Committee *.

Manifestations not pertinent to the Code of Ethics and Conduct are forwarded to the responsible sectors for analysis and action.

All information received by the Ethics Committee * is treated confidentially, and the identity of the reporting party is protected, except for those where there is a legal obligation to inform government authorities. The Ethics Committee * recommends that the reporting party maintain confidentiality about their report, without being responsible for any disclosures made by them.

Manifestations received and that are already being dealt with by the hierarchy* are only registered and monitored by the Ethics Committee.

The Ethics Committee, after investigating and analyzing the manifestation, has the function of recommending an action to the responsible manager. It is up to the latter to take the recommended action or justify the nonapplication.

Attitudes of retaliation against the person who, in good faith, manifeste situations of violation of the code are not tolerated.

*See glossary

Code Violations:

Violations of the Code, the retention of information during an investigation and non-compliance with the Confidentiality and Non-Disclosure Agreement are subject to disciplinary measures.

11. GLOSSARY

This glossary aims to clarify words and/or terms used in this Code of Ethics and Conduct.

Shareholder: person who invests in the company through the purchase of shares.

Harassment: attitudes and negative conduct towards subordinates, peers or the leadership itself during the workday or outside it. Harassment is characterized when there is continuity, in a repeated and prolonged way, becoming a habit. Types of harassment: moral (constraints in order to humiliate, intimidate, offend, harass, demand above what is bearable), sexual (constraints in order to obtain sexual advantage or favor), religious (imposition of one's own religious belief), political (constraints in order to obtain favor or impose political thought).

Institutional Gifts: those that have the company's brand.

Administrative positions: those encompassing jobs classified as salaried (monthly) positions.

Administrative positions with operational synergy: those who need to work in an integrated way, whose functions complement or depend directly on each other.

Internal customer/supplier: The internal customer is the one for whom we provide our services and products in the company. The internal customer/supplier relationship is one of help and offer of quality work and products to guarantee the service of the quality policy. Ethics Committee: independent team; appointed by senior management; in charge of the implementation, dissemination, training, revision and updating of the Code of Ethics and Conduct and the manifestation channel, as well as the conduct of investigations and the presentation of recommendations regarding violations of the code.

Decent conduct: decent, honest, dignified, reputable, respectable behavior.

Conflicts of interest: when personal interests are opposed to the interests of the company. Sustainable growth: growth driven by own resources.

Discrimination: differential treatment given to people in hiring, remuneration, promotion, assignment of tasks and relationships, based on social class, ethnicity, skin color, gender, sexual orientation, religion, political conviction, age, nationality, regionality, marital status, personal characteristics, among others.

Statutory: requirements established in statute (code or regulation that has the value of law or standard).

Systematic form: that respects and uses the methodologies adopted by the company for organization, management and decision making.

Hierarchy: it is represented by the company structure, composed of directors, managers, supervisors, coordinators and team leaders.

Sensitive information: personal data on racial or ethnic origin, religious conviction, political opinion, membership of a trade union or organization of a religious, philosophical or political nature, data relating to health or sex life, genetic or biometric data.

Psychotropic drugs: those that act mainly on the central nervous system and thus cause temporary changes in perception, mood, behavior and consciousness. Contractual obligations: those established in contracts (example: employment contract, service provision contract), whether written or verbal.

Assets: everything that the company has (assets and rights) and what it owes (obligations) allocated to the company's activities and maintenance, such as: land, civil constructions, facilities, machines, appliances, tools, equipment, furniture, utensils, vehicles, brand, computer and communication systems and equipment.

Resources: any elements used to achieve a certain purpose, such as: raw material, inputs, supplies, labor, energy resources, working hours, among others.

Occupational health: activity dedicated to the monitoring and prevention of diseases related to the work environment.

Systems: sets of mechanisms and standards that guide an activity (example: quality management system, safety management system, environmental management system).

Conflict situations: disagreements, clash of ideas, intrigues, among others.

Labor analogous to slave labor: it is characterized by forced labor, loss of rights, debt bondage, restriction of freedom, provision of precarious housing, among others.

Kinship bond: parents, spouses, brothers-in-law, children (legitimate or adoptive), stepchildren, siblings, uncles, grandparents, grandchildren, cousins (children of siblings), nephews, sons-in-law, daughters-in-law and in-laws, regardless of whether the bond arises from formal or informal relationships.

This is a public document issued and digitally signed by a Public Translator and Commercial Interpreter. To verify the digital signature and the validity of the document, access the site https://validar.iti.gov.br/

Further Naught. I certify that the preceding is a true, faithful and unabridged rendering into English of the original Portuguese version. In witness whereof, I set my hand and seal, on the date and in the city first mentioned.



METISA


METISA