
	SUPPLIER CODE OF CONDUCT	 Grupo Kabel	
TÍTULO: SUPPLIER CODE OF CONDUCT KABEL AND QUANTUM			
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I. INTRODUCTION

This code of conducts is applied to Products and Services for Kabel and Quantum Companies.

Kabel and Quantum requires their Suppliers and workers to commit with this code of conduct as a condition to do business with this Group.

Suppliers must respect laws, norms, regulations, as the Kabel and Quantum guidelines in the countries and locals where they operate. It is expected that the suppliers be familiarized with the business practice of their suppliers, subcontractors and responsible for adopting all of the principles and requests from this Supplier Code of Conduct.

II. SCOPE

This Code of Conduct embrace the commitment that the Suppliers of Kabel and Quantum must have in all the different aspects of the working environment, production chain, being divided in the following issues:

III. ENVIRONMENT

The suppliers must conduct their operations in a sustainable way of minimizing the impact over the natural resources and protect the environment, clients, and staff. It is expected that the suppliers present a responsible corporative citizenship in the communities that they are placed. They must ensure that their operations are in accordance with all the applicable laws that are related to the sole conservation, gas emission, water discard, toxic substances, packages and harmful waste.

Around the world, laws, regulations forbid certain substances that requires the manufacturers and suppliers to dispose information about the composition of their products. It is expected that the suppliers be in conformity with all the laws and regulations related to products and services and materials supplied or produced to Kabel and Quantum. Environmental Conformity.

IV. HEALTH AND SECURITY

Suppliers must provide to their workers and visitors a healthy and secure workplace. They must take preventive measures to support the accident prevention and minimize health risks. They must ensure that the operations be in conformity with all the laws related to health and occupational security.

V. HUMAN AND LABOR RIGHTS

V.1 *Human and Labor Rights*

Kabel and Quantum provides in their Code of Conduc to honor the human rights and respect of individual dignity for everyone and this commitment is completely in accordance to our values and internal practices. We give our best effort to ensure that the human rights be applied to all our staff in our supply chain and we expect to our Suppliers to do the same.

V.2 Abuse and Harassment

Suppliers Os fornecedores should treat their workers with respect and dignity, without applying to punishment, harassment or physical, psychological or sexual abuse. Os fornecedores devem oferecer um ambiente que permita que os funcionários comuniquem suas preocupações sem medo de retaliação. Onde for permitido por lei, os fornecedores devem ter um sistema que permita que os funcionários denunciem, de maneira anônima, as suas preocupações.

V.3 Workforce, Child Labor, Slave Labor or similar.

The suppliers must comply with the regulations and directives related to employment, being forbidden to be involved in practices that can be defined as slavery or similar, as the human traffic, forced labor, involuntary, or purchase of materials or services from companies that use this kind of workforce. The suppliers must be capable to certificate that the material employed in their company are in total accordance with the laws.

Under no circumstances, the suppliers can use child labor, being in total accordance with their Local Laws and the regulations and orientations of the International Labor Organization.

V.4 Employment, Journey and Remuneration,

Suppliers must include in the hiring procedures the national legal rights for the workers and check the mandatory documents, as working authorizations be available. It is expected that the suppliers offer the same opportunities to all the workers, including the freedom of association and collective negotiation.

Suppliers must forbid the discrimination based in age, race, religion, gender, sexual orientation, identity, or gender expression, maternity, marital status or partnership, family status, genetical information, ascendance, geographical origin, citizenship, deficiency, trade union association, military status, or other kind of status must be protected by the country, state, province, or city legislation.

Suppliers must accomplish the labor laws and applicable regulations to salary, working schedule, controlling the working day and remuneration of the workers. The supplies must conduct the operation in order to limit the overtime in order to ensure a workplace that ensures a human and productive work.

VI. ÉTHICS

VI.1 Anticorruption

Kabel and Quantum will not participate or endorse in any corruption practice, requiring a correct position from their suppliers, not offering, or receiving from the clients, potential clients, suppliers, consultants, government, government agencies, or any representative of this organizations, any reward, or benefits due a violation of the laws or commercial practices to obtain undue advantages.

VI.2 Gifts, Gratifications and Improper Payments

Suppliers should not offer presents to Kabel and Quantum staff, including nominal value presents. Respecting in this way our politic of not accepting presents from our suppliers and ensuring a fair business and the impartiality of the transaction between the companies.

Briberies, kick-back or similar payments are forbidden. Workers, suppliers, and outsiders that work in the name of Kabel and Quantum are strictly forbidden to accept or offer any of this type of gifts under no circumstances.

VI.3 Conflict of Interest os de Interesse

Suppliers must avoid situations that can be turned into a conflict of interest between the personal interests and Kabel and Quantum interests. All the representatives from Kabel and Quantum will conduct their private activities and other external activities in the way that do not create any type of conflict with the company interests, not influencing the judgement or actions in the roles with the Suppliers.

VI.4 Confidentiality

Kabel and Quantum suppliers must manage the personal and confidential information. The suppliers must collect and process information in conformity with the laws and regulations, protect all the confidential information, including data, personal information, and intellectual property, with controls, security measures of the appropriate information proportional to the sensibility of the information and not so protective for information that does not need such security.

The suppliers must receive, access, use and share confidential information explicitly authorized and agreed with Kabel and Quantum, and for the for the purposes that the confidential or personal information was shared, they are not able to use intellectual property, commercial brands, images, or other material that are a copyright reserved, unless they are expressly and legally authorized.

If the suppliers get some confidential information that is not related to them, they will have to exclude this information immediately and not use them for inadequate advantages in the supply chain.

VII. SUSTAINABLE ACQUISITION

VII.1 Supplier Management

The suppliers need to use a management system that ensure the conformity with laws, regulations and politics applicable to Kabel and Quantum and that fulfills with this Code of Conduc and indentify and reduce the operational risks.

VII.2 Transparência na Cadeia de Fornecimento

A transparência da cadeia de suprimentos é necessária para confirmar a conformidade com este código de conduta. Podendo a Kabel e a Quantum solicitar documentação, realizar auditorias no local, revisar e aprovar planos de ação corretiva e verificar a implementação da ação corretiva. Isso inclui, mas não se limita a, oferecer suporte aos requisitos de geração de relatórios pertinentes a substâncias restritas e minerais de conflito. Espera-se também que os fornecedores apresentem a documentação apropriada de conformidade de sua cadeia de suprimentos a este Código de Conduta do Fornecedor mediante solicitação.

Supply chain transparency is necessary to confirm compliance with this code of conduct. Kabel and Quantum may request documentation, perform on-site audits, review, and approve corrective action plans and inspect if the corrective action plan was implemented. This includes, but is not limited to, give support when requested to issue reports regarding restricted matters and conflict minerals. Suppliers are also expected to submit documentation of their supply chain's compliance with this Supplier Code of Conduct upon request.

VII.3 Conflict Minerals

Suppliers are expected to comply with Kabel and Quantum Conflict Minerals Policy as published <https://www.grupokabel.com.br/politica-de-minerais-de-conflito/>.

The requirements include the return to the requested information about the source and origin minerals in the components and offer materials.

VII.4 Comunication

The suppliers must help Kabel and Quantum in the application of this Supplier Code of Conduct informing these principles to the supervisors, employees, and suppliers, giving the responsibility of the conformity. It is also expected that the suppliers ensure that the supply chain is aware of the communication of non-conformity and inform any preoccupation or activities that are not in conformity with this Code of Conduct.

VIII. COMPLIANCE AND COMMUNICATION

VIII.1 Global Compliance

Suppliers must comply with applicable sanctions, export control, and import laws and import regulations. Suppliers should not supply both Companies with parts, materials, or services from embargoed countries or sanctioned parties. Suppliers must also respond accurately to requests for information related to country of origin and free trade agreements.

VIII.2 Non Conformity Communication

Any supplier may direct questions or comments regarding this code of conduct to the following addresses: meioambiente@kabel.com.br or directly to their contact in the Kabel and Quantum Supply Chain.

Supplier employees are expected to work on internal issues and problems within your organization. However, behavior that conflicts with this Supplier Code of Conduct or unethical behavior by a Kabel and Quantum employee may be reported confidentially via the link: <https://forms.gle/KDehgKWSZZs1bExT8>.