

Code of Ethics and Conduct

Copacol



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Copacol

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Message from the Executive Board

Copacol is recognized for the quality of its products and services and also for the promotion of modern cooperativism in favor of its members, employees and the entire society as a generator of social good.

The avant-garde commitments made by Copacol, to manage the objectives of the Cooperative and Cooperativism, pride the ideal planted by its founders in 1963.

Throughout its existence, Copacol has strived to operate in global agribusiness in a sustainable manner, valuing human rights and contributing to the development of the activities of its members, employees and the environment.

The values of ethics and morality are solid pillars that Copacol does not give up, demonstrating throughout its existence that it is possible to obtain the financial results necessary for the continuity of enterprises, while respecting the values that guide life, the most precious asset of the human being.

Copacol's Compliance Program is formatted so that dealings and relationships with the private and public sectors are carried out in strict compliance with the law.

The Code of Ethics and Conduct, together with the Compliance Program, instituted by Copacol, strengthen cooperative ideals and strive for integrity and compliance in its processes and businesses.



Valter Pitel
Chief Executive Officer



Our purpose:

**Generate value for members,
employees, customers and
partners through cooperation
in agribusiness.**



Values

- Ethics and honesty
- Responsibility
- Respect for differences
- Cooperation

Ethics Honesty

Doing the right thing even when the right thing is the hardest thing to do.

Responsibility

It is the obligation to answer for actions, decisions and their consequences, with zeal for the Copacol image, assets and brand.

Respect for Differences

Respect the diversity of opinions and individual and collective options.

Cooperation

Work in an integrated way, collaborating, sharing efforts, skills and resources for excellence.

Business ethics

1. Copacol is committed to ethical development in the conduct of its business, so as not to admit the practice of corruption, the use of child labor, slave and forced labor or any other type of disrespect for the law in its commercial and institutional relationships.
2. Copacol's Officers, Board of Directors, Fiscal Councilors, cooperative members and employees, without exception, must act with ethical rigor in compliance with the laws and professional practices of probity and good faith.
3. Copacol does not accept the offer of bribes or advantages in order to obtain privileges.

Health and safety

4. Copacol values the generation of employment, safety at work developed by its employees, respect for human rights and generation of social good.
5. Each employee must comply with all health and safety standards and be aware of any type of activity that may eventually cause an accident.
6. Activities considered to be risky will not be carried out without the prior and express authorization of the hierarchical superior of the employee carrying out the work considered to be risky.

Environment

- 7.** Copacol, in the development of its economic and social objective, has as a priority the protection of the environment, aiming at the sustainability of its activities and those of its members, promoting practices and actions of environmental awareness.
- 8.** Copacol respects property rights, regular land use and relevant legislation and its properties are acquired in accordance with the law.

Relationships

- 9.** The relationship between all Copacol employees must be harmonious and respectful, without discrimination of race, ethnicity, nationality, color, social class, sex, creed, religion, disability or physical limitation, age and hierarchical position, in order to preserve individual values, not admitting attitudes of moral or sexual harassment.
- 10.** The values of professional and human relationship extend to Copacol's cooperative members, without favoritism on the part of the employees due to the economic and financial potential of the cooperative member, and the treatment must be equal for all.
- 11.** The values of professional and human relationship also extend to Copacol's customers and suppliers, without favoritism on the part of employees in order to obtain illegal advantages.

- 12.** Copacol adopts procedures that allow it to guarantee contractual remuneration to its employees, observing the values of meritocracy for functional promotion, disregarding values of kinship and personal friendship.
- 13.** Copacol recognizes the unions and respects the right to free association of its employees.
- 14.** Copacol is committed to the socioeconomic development of the community in which it operates.

Work environment

- 15.** Employees are strictly prohibited from using or being under the influence of alcohol, licit or illicit drugs, or carrying weapons in the workplace.
- 16.** The purchase process cannot be conducted by an employee who is up to second degree related to the supplier or involved in the negotiation.
- 17.** Employees must not carry out any type of internal trade during working hours and environments, carry out parallel activities that conflict and/or compete with Copacol's interests or be absent during office hours to attend to private activities, whether agricultural or commercial.

18. Employees should not promote side conversations, other than those related to the work environment, gossip and rumors during office hours.

Gifts and presents

19. Copacol employees are prohibited from receiving from cooperative members, customers and suppliers, advantages, gifts or giveaways of any kind, except items with no commercial value.

20. In the specific case of travel, accommodation and benefits offered by cooperative members, suppliers or clients, these are subject to prior approval by the Superintendent of the area receiving the offer.

Internet usage

21. The use of the internet may only be effective for matters of professional interests of Copacol, and its use for other purposes is prohibited.

22. The use of social networks, including WhatsApp, during work hours, for personal interests, either through its own equipment or Copacol, is prohibited.

Confidentiality

23. Employees must observe the confidentiality of information concerning Copacol, its members, customers and suppliers, including industrial and intellectual property and protection of personal data.

24. Copacol ensures the protection of the personal data of its members, employees, customers and suppliers.

Relationship with the press and public agencies

25. Copacol's institutional relationship with the press and with bodies of the Executive, Legislative and Judicial Powers will be made by the Chief Executive Officer of the Board of Directors, or by a person authorized by him.

Reporting and communication channel

26. Copacol provides hotlines for reporting ethics violations and reporting internal and external irregularities, ensuring the anonymity of the whistleblower and the confidentiality of the issues addressed, not allowing retaliation.

Penalties

27. Failure to comply with any rule contained in this Code, the Internal Administrative Rules and the law will result in the application of a civil, criminal and/or labor penalty, as the case may be.

28. The act of omission to report irregularities will be considered an infraction for the purposes of applying the penalties listed in the previous item.

Compliance with the Code

29. Copacol will make this Code available to all its employees, so that it is strictly complied with, in order to establish a relationship of trust and credibility for the construction of a harmonious, respectful and healthy work environment.

30. Whenever necessary, Copacol's Executive Board will issue Internal Administrative Rules, the content of which will be disclosed to all employees in the relevant work sector, and will tacitly integrate this Code of Ethics and Conduct.

31. This code is subject to periodic updates.

Cooperate
Always