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## 1. PURPOSE


The purpose of the present document is to establish, orient and promote Arezzo&Co's Sustainability Policy in an aligned, coordinated and synergistic manner, equalizing understandings and practices.

## 2. SCOPE

This document shall apply to all employees of Arezzo&Co (Arezzo&Co and its Subsidiaries), irrespective of their hierarchical status and, as applicable, to Shareholders, Service Providers, franchises, other business partners, and other individuals representing Arezzo&Co before third parties.

## 3. REFERENCE DOCUMENTS

- Bylaws;
- Arezzo&Co Code of Conduct;
- Materiality Matrix;
- Sustainable Development Goals (SDG) of the United Nations Development Program (UNDP);
- Environmental Aspects and Impacts of Arezzo&Co;
- Brazilian Textile Retail Association Program (ABVTEX);
- GHG Protocol;
- NBR ISO14001:2015 – Standard;
- GRI – *Global Report Initiative*;
- DJSI – *Dow Jones Sustainability Index (RobecoSAM)*;
- ISE – Business Sustainability Index;
- System B Impact Evaluation; and
- Applicable Laws and Standards.

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#### 4. DEFINITIONS


**Arezzo&Co** – Arezzo and its Subsidiaries (Company).

**Down Jones Sustainability Index (DJSI) (RobecoSAM)** – Jointly created by S&P Dow Jones Index and RobecoSAM, the DJSI combines market analysis (indices) experience and the experience of sustainable investment experts to select the most sustainable companies in 61 industries. The Dow Jones Sustainability Indices (DJSI) are the best benchmarks for investors who recognize that sustainable business practices are key to generate long-term shareholder value and wish to reflect their sustainability convictions in their investment portfolios.

**ESG** – Acronym for Environmental, Social and Governance. The three aspects represent the materialization of the concept of sustainability – civil society and the corporate universe minding the impact of their actions and pursuing sustainable development, which, according to the United Nations Organization (UNO), is development that meets present needs without compromising the ability of future generations to provide for their own needs.

**Greenhouse Gases (GHG)** – Gases released into the atmosphere that prevent heat from releasing into space, thereby raising the planet's temperature. The main gases that cause this environmental damage are associated with the use of fossil fuels such as coal and oil derivatives such as gasoline and plastics, which emit large amounts of CO<sub>2</sub> when produced and/or used.

**GRI (Global Reporting Initiative)** – An international organization that helps companies, governments and other institutions to understand and communicate the impact of business on critical sustainability matters. Sustainability reporting is a practice organizations undertake to publicly disclose their economic, environmental and social impacts. GRI Standards represent best global practices in the domain of sustainability reporting, and

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provide a series of topics and issues to be addressed and prioritized as concerns an organization's business.


**GHG Protocol** – A tool used to understand, quantify and manage GHG emissions. Originally developed in the United States in 1998 by the World Resources Institute (WRI). It is now the most frequently used method for companies and governments worldwide to carry out GHG inventories, in line with the ISO 14.064 standard and quantification methods of the Intergovernmental Panel for Climate Change (IPCC).

**ISE (Business Sustainability Index)** – The ISE, a groundbreaking initiative in Latin America, aims to create an investing environment compatible with contemporary society's demand for sustainable development and to foster corporations' ethics-related responsibility.

The ISE is a tool for comparative analysis of B3-listed companies from the angle of corporate sustainability, based on economic efficiency, environmental balance, social justice, and corporate governance.

**NBR ISO14001:2015 (Environmental Management System Guidelines)** – This standard specifies the requirements for an environmental management system that an organization may use to improve its environmental performance. The Standard is intended to be used by organizations that wish to systematically manage their environmental responsibility, thereby contributing to the sustainability-related environmental pillar. It also helps organizations attain the intended outcomes of their environmental management systems, adding value to the environment, to themselves and to their stakeholders.

**Environmental Management System** – A part of the management system used to manage environmental aspects, approach risks and opportunities, meet legal requirements and other requirements.

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## 5. GUIDELINES

Arezzo&CO's vision is to embrace best practices in the areas of environmental, social and governance management, particularly in the light of preserving life, the environment and biodiversity, based on the principle of sustainable development of its business and activities by means of pledges and goals defining its actions to reduce negative impacts, generate positive ones, and create value for its stakeholders.


Arezzo&CO understands the importance of involving all of its internal and external stakeholders. This is why it openly communicates on its activities and operations to ensure transparent evolution in the areas in which it operates.

To further develop and improve its relationship with and trust as concerns internal stakeholders, the Company builds its employees' skills through training on and discussion of material topics for the company. Arezzo&Co operates ethically, transparently, and in line with the principles of sustainability, running its operations consistently with socio-environmental aspects standards, regulations and laws governing its business, with the purpose of recurrently and transparently disclosing its goals and performance as concerns the topics covered by this document. For Arezzo&Co, sustainability is defined as: *"Sustainability as a standard, pursuing brand-differentiating levels"*.

### 5.1. Environmental

#### 5.1.1. Greenhouse Gas (GHG) Effects Management

Given the evidence of climate change leading to environmental imbalance Arezzo&CO pledges to:

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- Keep an updated inventory of atmospheric emissions to monitor the results and verify the effectiveness of reduction programs;
- Maintaining goals and reducing GHG emissions throughout the lifecycle of products and operations;
- Selecting CO2 emission offsetting means that are the most beneficial in socio-environmental terms;
- Using low-impact renewable energy\*.


\*Energy generated by small hydro plants, solar, wind and biomass.

### 5.1.2. Waste Management

Properly managing the waste generated by business operations, based on:

- Preventing pollution;
- Non-generation, reduction, re-use recycling and treatment of solid waste and reverse logistics;
- The pursuit of waste-disposal technologies with the least environmental impact;
- The dissemination of these principles across the supply chain and partners of Arezzo&Co as integral part of the business;
- The pursuit of nobler application for our waste, such as sale to recycling and re-use, feedback into the production process of new products, and transfer to co-processing of items that cannot be re-used;

Breaches of or noncompliance with this procedure may lead to disciplinary action, regardless of whether or not they may cause damage to Arezzo Indústria e Comércio S.A.

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- Monitoring the final destination of waste generated by the makers of its products;
- Commitment not to dispose of the waste generated by our industrial processes in landfills;
- Allocation of products in good working order to donation;
- Incentivizing the circular economy.

### 5.1.3. Water Resources Management


Appropriate and eco-efficient management of the water resources that the business uses, based on:

- Adoption of processes and technologies to reduce water consumption;
- Increased re-use of rainwater wherever possible;
- Dissemination of best management practices across Arezzo&Co's value chain and partners.

### 5.1.4. Biodiversity

To address potential impacts on biodiversity, the Company aims to:

- Avoid own and supply-chain operations close to sites containing globally or domestically important biodiversity;

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- Support the preservation of Brazilian forests to offset its own emissions, by means of REDD+ projects contributing to the development of household farming, avoiding deforestation and minimizing socio-environmental impacts.
- Not purchase leather from illegally deforested areas; and
- Offer products containing more sustainable raw materials;

#### **5.1.5. Animal well-being**

We are concerned with and protect the well-being of animals in any way included in our chain, and therefore act responsibly to monitor the care and treatment of such animals. We believe that animals must be treated with care, respect and dignity, and follow the Five Freedoms recommendation:

- Freedom from hunger and thirst – Animals must have access to water and an appropriate diet to maintain their health and vigor;
- Freedom from discomfort – The environment in which they live must be appropriate, with adequate shelter and resting areas;
- Freedom from pain, injury or disease – Those responsible for their husbandry must ensure prevention, rapid diagnosis and adequate treatment;
- Freedom to express normal behavior – Animals must have the freedom to behave naturally, which requires sufficient space, appropriate facilities and the company of animals of their own kind;




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- Freedom from fear and distress – It is not just physical suffering that must be prevented. Animals must also not be subjected to conditions leading to mental suffering that will make them fearful or distressed, for example.

### 5.1.6. Value Chain

Arezzo&Co's development is based on beneficial, collaborative and sustainable partnerships and commercial relations, which requires fulfillment of social, economic and environmental conditions. To minimize the process's risks and align with its partners' sustainability vision, Arezzo&Co shall:

- Guarantee compliance with social, labor and environmental duties when executing contracts with suppliers, as per Arezzo&Co's Code of Conduct;
- Hold periodic audits to monitor compliance with the guidelines set forth in the Company's supplier policies;
- Maintain close and transparent commercial relationships through alignment programs, disclosing Arezzo&Co's goals and intentions as concerns the relevant topics;
- Foster the development of the supply chain and franchisees based on sustainability principles;
- Limit itself to working with certified and qualified suppliers only.

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### 5.1.7. Continued Improvement

Arezzo&Co acts towards sustainability topics in pursuit of continued and responsible development in the following aspects:


- Using sustainability-driven technological innovations in all of its processes, including product and packaging development, facilities construction and renovations using more sustainable materials and processes;
- Inclusion of the ESG agenda into the customer value creation proposal;
- Generating value for the communities in which the Company has a presence, supporting their development.

## 5.2. Social

### 5.2.1. Employees

Arezzo&Co pledges to:


- Act in accordance with human and workers' rights, never abiding by any manner of abuse and harassment, violence of inhumane action, or other forms of intimidation. No form of direct or indirect exploitation of slave or slave-like labor of adults or children shall be admitted;
- Provide a just, moral and ethical environment, regarding diversity and inclusiveness as tools for an increasingly equitable workplace;

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- Ensure non-discrimination against employees, be it based on age, skin color, race, ethnicity, nationality, religion, gender, marital status, family situation, creed. Social group, disability, physical or mental disease or condition (including HIV), opinion, political choice and/or sexual orientation, guaranteeing dignity at the workplace;
- Provide a humane, productive, safe and healthy working environment, contributing to its employees' emotional balance, well-being and quality of life;
- Make available a corporate whistleblowing channel for situations and conducts not in compliance with ethical principles, conduct standards and/or the applicable law, ensuring whistleblower privacy and the confidentiality of reports from the various stakeholders, as well as non-retaliation, whether direct or indirect, against good-faith reports.

### 5.2.2. Communities

Arezzo&Co understands that the sustainable development of its business and activities depends on its commitments for environmentally responsible, socially conscious and financially solid action. Arezzo&Co believes in the benefit to society that emerges from economic development in the regions where it operates. Through its culture of social action, Arezzo&Co supports the dissemination of knowledge, fosters the strengthening of social projects and engagement with relevant organizations and corporate volunteering programs.


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### 5.3. Governance

Arezzo&Co understands the importance of solid and structured governance to run the organization's processes, how much it impacts business sustainability when incorporated into the organizational culture and used as a driver in the decision-making process concerning socio-environmental, financial and relational aspects. Arezzo&Co has a Sustainability Committee made up of two formal members, each a Director, in addition to the Company's CEO, executive managers, and the executive management of the sustainability area, where all have previously defined roles and responsibilities. Bimonthly meetings are held to address strategic ESG-related matters. In addition, it has an area devoted to sustainability that answers to the Chief People, Management and Sustainability Officer.

The purview of the Sustainability Committee shall include:

- a) Driving sustainability in the Company's operations and analyzing ESG-related topics, that is, environmental, social and governance matters;
- b) Validating strategies to consolidate the sustainability culture at all levels and in all businesses;
- c) Reviewing and approving policies, standards and procedures associated with socio-environmental matters;
- d) Monitoring the development of actions proposed according to the committee's agenda;
- e) Taking resolutions on environmental aspects, including those related to climate change;
- f) Ensuring commitment to people, with a focus on social development, equitability and the promotion of diversity;
- g) Incentivizing and approving the development of new campaigns, products and services based on cleaner production;

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- h) Proposing and tracking the execution of training and skills building programs to foster innovation and sustainability, covering aspects a circularity and low-carbon economy;
- i) Pursuing the safe fulfillment of socioenvironmental aspects of the value chain, proposing methodologies to foster and encourage best practices and monitoring indicators;
- j) Reporting to the Board of Directors on risks and opportunities associated with socio-environmental matters, and presenting the investments required to execute proposed plans.

### 5.3.1. Conflicts of interest

Acting lawfully and without bias in connection with decision-making and the development of activities is key to strengthening loyalty ties with the Company's expansive spectrum of stakeholders, which is why the Company reaffirms that its activities must be driven by the non-generation of conflicts of interest, whether effective or potential.

### 5.3.2. Corruption

Arezzo&Co values honest and responsible actions towards government authorities, honoring its legal duties, contributing to a just society through the payment of taxes, and does not tolerate any unlawful practices, in particular acts of corruption, bribery or fraud in connection with contracts with public entities, pursuant to the Anti-Corruption Law, the Malfeasance Law and other applicable standards. The Company has in place an Internal Audit Department that is responsible for investigating reports received through the Whistleblower Channel, as it acts independently and without bias. The Internal Audit Department's reporting level preserves the principles of independence and the precepts of corporate governance, as it reports functionally to the Risk, Audi and Finance Committee, an advisory body to the Board of Directors. The Ethics Channel is operated by an independent and specialized firm, which ensures complete secrecy, and is intended to

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receive, analyze and investigate internal and external whistleblower reports, taking the necessary steps to properly address the situations at hand.

### 5.3.3. Transparency

Arezzo&Co is committed to transparency in its relationships with shareholders and its various stakeholders, with continued and systematic optimization of the disclosure of socio-environmental guidelines and actions in its Annual Sustainability Report, in addition to committing to independent socio-environmental programs, indices and certifications that analyze and validate this development.

### 5.3.4. Arezzo&Co's Code of Conduct and Ethics Channel


As one means to ensure that the individual rights of its business partners are honored, Arezzo&Co has in place a Code of Conduct that establishes and formalizes the conducts, principles and guidelines that must drive its actions, decisions and relationships, be it towards our employees or any other groups and entities with which we interact in our activities (customers, franchisees, shareholders, commercial partners, public officials, etc.). The Code of Conduct presents the basic principles that drive our actions, reflect our beliefs and values, and reinforce our ethical commitment before society.

Arezzo&Co makes available the Ethics Channel, which may be freely accessed by all employees and third parties, enabling safe communication of unethical conduct or conduct in breach of ethical principles, standards of conduct, the applicable laws and regulations, the present Code of Conduct and/or other internal standards of Arezzo and its Subsidiaries. The Ethics Channel is available 24 hours a day and seven days a week, at the Arezzo&Co Ethics Channel, [www.canaldeetica.com.br/arezzoco](http://www.canaldeetica.com.br/arezzoco), or by telephone at 0800 721-0731.

### 5.3.5 Commitments

Arezzo&Co is a signatory of the Global Compact, a United Nations Organization (UNO) initiative that mobilizes the business community towards the adoption of best business

Breaches of or noncompliance with this procedure may lead to disciplinary action, regardless of whether or not they may cause damage to Arezzo Indústria e Comércio S.A.

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practices as concern the topics of Human Rights, Workers' Rights, Environmental Protection and the Fight Against Corruption in any manner or shape. Through the Global Compact, the Company also engages in contributing to the achievement of the 17 Sustainable Development Goals.

## 6. SANCTIONS

Noncompliance with the herein guidelines shall render the party in breach and any collaborators subject to sanction as per the contracts by means of which they are bound to Arezzo&Co, without prejudice of any other sanctions under Brazilian Law, and they shall personally answer for any damages caused to Arezzo&Co or to third parties.


## 7. MISCELLANEOUS

This policy shall enter into force from its date of approval, and shall be revised annually or whenever the guidelines change. Any and all amendments shall be reported to the areas involved for analysis and updating.

## 8. VERSION CONTROL

Document issuer(s)

Name	Position
Suelen Joner	Executive Sustainability Manager

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Board of Directors	Directors