



# **CODE OF CONDUCT FOR ITAIPU SUPPLIERS**

Behavior expectations

An aerial photograph of a large dam structure, likely the Itaipu Dam, situated in a lush, green landscape. The dam is a long, concrete wall with a series of buttresses, extending across a wide river. The surrounding area is a mix of dense forest and open fields, with some buildings and roads visible in the distance. The sky is clear and blue.

## INTRODUCTION

Itaipu aims to observe the highest standards of ethics and social and environmental responsibility in its activities, including its acquisitions and services provided by third parties on its behalf or under its responsibility, covering its entire supply chain.

For Itaipu, a “supplier” is any individual, company, corporation or any other type of entity that sells or wishes to sell goods or services, including its employees, agents and any other representatives.

This “Code of Conduct” was prepared to provide a clear summary of Itaipu’s expectations regarding the conduct of its suppliers in all hiring steps, ensuring that its ethical, social and environmental standards, internationally recognized, are observed and respected by its suppliers.

This is an instrument to recognize that social and environmental responsibility is an integral part of the activi-

ties of Itaipu and its suppliers, which together, shall minimize the adverse effects on the community, the environment and natural resources, safeguarding public health and safety.

Thus, suppliers shall familiarize themselves with this “Code of Conduct”, which covers the commitment with the sustainability foundation to ensure successful relationships with Itaipu.

Its content is aligned with the UN’s Global Pact principles, which is based on internationally recognized requirements and standards established in the Universal Declaration of Human Rights, in the Conventions of the International Labor Organization, in the Rio Declaration on Environment and Development and in the United Nations Convention against Corruption.

It is also aligned with the GestãoTransparente.Org (transparent management) Project – A practical

guide for the management of risks of corruption in organizations on the assumption that organizations with transparent practices [ethical and straightforward become more attractive for investments and for the relationship with its partners and with the community in general.

Itaipu, as a signatory of both the UN Global Pact as well as of GestãoTransparente.org, intends to, in addition to its commitment with sustainability, raise awareness of suppliers in general to the problems associated with the phenomenon of corruption, as well as to the advantages of early identification of its risks and the implementation of policies and internal and external actions to promote transparency and the fight against corruption.



## SOCIAL AND HUMAN DIMENSIONS

Itaipu expects its suppliers to support and protect human rights at the workplace and in other activities they carry out. All employees shall be treated fairly, with respect and dignity.

### Labor rights

Itaipu expects its suppliers to observe and comply with all labor laws applicable to their business, guaranteeing basic labor rights to their workers and subcontractors, enforcing all contractual obligations, collective bargaining agreements and the payment of overtime and additional hours.

### Human rights

Itaipu expects its suppliers to:

- ◆ Ensure that they do not use slave, forced or involuntary labor of convicts in their activities or in their supply chain, as well as any kind of child labor;
- ◆ Provide decent conditions for their workers, including subcontractors, rel-

ative to the workplace, transportation, lodgings, food and hygiene;

- ◆ Not allow discrimination due to skin color, gender, marital status, physical and cognitive disabilities, age, religion, beliefs, social class, sexual orientation or any other form of discrimination, as well as encourage actions that promote appreciation, training and employment of those with disabilities;
- ◆ Engage to eliminate all forms of threats, coercion and physical, verbal and psychological violence, making it clear that sexual and moral harassment is prohibited;
- ◆ Accept workers' involvement with trade unions and associations.

### Training

Itaipu expects its suppliers to provide training programs to their employees so as to qualify them for the safe rendering of quality services to which they are assigned, including the awareness

of employees regarding the principles and standards in this document.

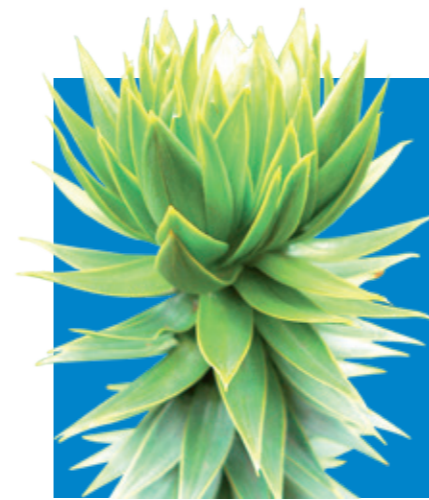
### Health and safety

Itaipu expects its suppliers to:

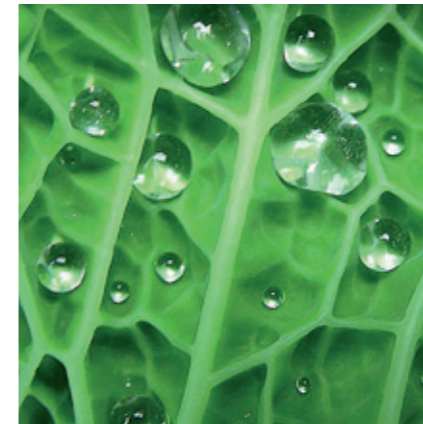
- ◆ Comply with the applicable law, including full compliance with the established occupational safety and health plans.
- ◆ Encourage their workers to adopt healthy habits in their leisure, such as sports, hygiene and diet.
- ◆ Ensure that all substances that could pose a hazard to human health are identified, classified and controlled.

### Society

Itaipu expects its suppliers to prioritize the hiring of local workforce and to participate and encourage the involvement of their subcontractors in local social projects.



## ENVIRONMENTAL DIMENSION



Itaipu expects its suppliers to manage their operations responsibly regarding environmental risks and impacts and adopt a preventive approach in their operations.

### Resources

Itaipu expects its suppliers to use the natural resources in a rational and efficient manner in their activities such as, the consumption of water and energy.

### Environmental licensing

Itaipu expects its suppliers to ensure that all environmental licenses, permits and registrations necessary for their activities are obtain, maintained and updated and that their requirements are met.

### Waste

Itaipu expects its suppliers to ensure that all waste created by their activities

are properly managed (identified, separated and disposed) and that the waste created are the target of initiatives aiming to its reduction or elimination at the source by means of practices such as changes to production processes, maintenance and the facilities used, in addition to the substitution, conservation, recycling or reuse of materials.

### Hazardous products

Itaipu expects its suppliers to ensure that all substances that may pose risk in the case of dispersal in the environment are identified and controlled to make sure that they are handled, transported, stored, used, recycled, reused and eliminated safely. Moreover, it is expected that suppliers observe all norms, regulations and requirements applicable to the prohibition or restriction of specific substances including the labelling for recycling and disposal.





## ECONOMIC DIMENSION

Itaipu expects its suppliers to ensure the economic feasibility of its business and activities, so as to guarantee the resources necessary to fulfill the established contracts or agreements.

### Legal compliance

Suppliers shall comply with current law applicable to their activities.

### Fair competition and Anti-Corruption Guidelines

◆ Itaipu values free competition between companies and does not allow “bid or price rigging” or other illegal or unfair business practices.

◆ Itaipu expects its suppliers to conduct their business in accordance with the highest ethical standards, strictly committing to all standards and regulations against bribery and corruption, in addi-

tion to avoid morally unacceptable business practices.

◆ Itaipu suppliers shall not offer or accept any undue advantages or benefits in exchange for favors in the hiring process. Such an undesirable practice may refer to the offer of money, products, services, gratuities or courtesies.

◆ Itaipu suppliers must immediately recognize whether they have, or are likely to have, access to privileged information or advantages that may interfere in the fairness or equality of the hiring process, in this case declining from participating.

### Execution and delivery

For Itaipu it is essential that the supplier have sufficient manpower, the necessary equipment and adequate facilities to meet its time and quality obligations.

### Information security

The protection of Itaipu’s information and the information of its partners is essential. Respect for the information safety policy is required and the records, data and information must be accurate and complete.

Therefore, it is expected that suppliers:

◆ Protect Itaipu’s confidential information, being unable to transfer, publish, use or disclose beyond what is necessary for the normal course of business or without instructions or written authorization from Itaipu, absolutely and pragmatically respecting the secrecy, privacy and intellectual property of all stakeholders involved.

◆ Not misuse Itaipu’s name and logo without prior written authorization.



## MONITORING



Itaipu expects its suppliers to honestly declare their commitment with the principles defined herein.

With the purpose of monitoring the commitment of suppliers with this “Code of Conduct”, Itaipu expects its suppliers to grant access to relevant records and allow visits to their establishments, including interviews with

their employees, especially to assess contractual obligations or record information.

Itaipu expects its suppliers to extend the commitments of this “Code of Conduct” throughout its supply chain, including subcontractors, and implement and maintain appropriate processes to ensure compliance.



## COMMUNICATION CHANNELS



Itaipu establishes a secure communications channel, preserving anonymity to allow suppliers to manifest their concerns in a confidential and responsible manner. If the supplier has any questions about this "Code of Conduct" or wishes to manifest regarding any questionable behavior or the possible violation of this Code, such supplier is

required to contact the Ombudsman at <https://ouvidoria.itaipu.gov.br> or directly by email at [ouvidoria@itaipu.gov.br](mailto:ouvidoria@itaipu.gov.br).

Itaipu will not tolerate any retaliation by anyone against a supplier who, in good faith, sought advice or reported questionable behavior or a possible violation of this "Code of Conduct".

Itaipu ensures the application of

disciplinary measures provided in the General Bidding Norm and respective Procedure Instructions by anyone who threatens or engages in retaliation, punishment or harassment to the person or supplier in question.

Identities and content of all information or complaints will be treated in a strictly confidential manner.

## ACKNOWLEDGEMENT AND ACCEPTANCE

The undersigned supplier states that it has fully read and understood this "Code of Conduct", committing to abide to its terms and principles on behalf of the organization.

Supplier: \_\_\_\_\_

Address: \_\_\_\_\_

Representative: \_\_\_\_\_

\_\_\_\_\_  
Signature

Date: \_\_\_/\_\_\_/\_\_\_



