



SAFEGUARDING POLICY



1. Introduction

- Purpose of the policy: This policy sets out the commitments and actions of the Aliança Empreendedora to ensure a safe environment, protecting individuals, especially the vulnerable, from forced labor, child labor, abuse and any form of prejudice.
- International compliance: The policy is aligned with the UN Convention on the Rights of the Child, the ILO Guidelines on Forced Labor and the UN Guidelines for Business and Human Rights.
- Scope: It applies to all employees, volunteers, partners, suppliers and any organizations directly or indirectly involved with the Aliança Empreendedora.

2. Commitment to protection

- Prohibition of slave labor: we are committed to identifying, preventing and responding to all forms of slave labor or labor analogous to slavery in our operations and supply chain.
- Prohibition of child labor: it is a premise of Aliança Empreendedora not to allow child labor in its operations, nor in the operations of its partners, in accordance with Brazilian and international legislation.
- Prohibition of abuse: Aliança Empreendedora is committed to combating all forms of abuse in its relationships, providing the appropriate internal and external referrals, when necessary, in situations such as:

Physical Abuse

- ·hitting, kicking, injuring or causing physical pain in any way.
- ·improper use of physical force that may result in bodily injury, pain or disability.

Sexual Abuse

- Any form of non-consensual sexual behavior, including sexual harassment, child molestation, sexual harassment, and sexual exploitation.
- Acts that involve inappropriate touching, coercing someone to participate in sexual activities, or exposure to pornographic material.

Emotional or psychological abuse

- Acts that harm a person's self-esteem or emotional well-being, including intimidation, belittling, isolation, constant negative verbalizations, and rejection.
- Behaviors that cause fear, isolation, or harm a person's mental health.

Neglect

- Failure to provide the basic necessities of life, including adequate food, shelter, medical care, and protection.
- Failure to meet a person's basic emotional needs is also considered a form of neglect.

Financial or material exploitation

- misuse or appropriation of a person's financial resources or assets without due consent or to the detriment of the person's well-being.
- includes theft, fraud, exploitation of assets and other forms of financial manipulation.

Discrimination

- unequal or prejudicial treatment based on race, gender, age, disability, sexual orientation, religion, socioeconomic status, among others.
- acts that marginalize, segregate or exclude individuals or groups.
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Institucional abuse

- abuse that occurs in organizations and may be related to abusive practices, policies or behaviors within an institution.
- may include deprivation of rights, inappropriate treatment and lack of respect for the dignity of individuals.

Cyberbullying and Digital Abuse

- includes online harassment, non-consensual sharing of intimate images, intimidation or abuse through digital platforms.
- use of technology to perpetrate any form of abuse against an individual.
- Prohibition of bias: active engagement in promoting an inclusive work environment free from discrimination of any kind.
- Accountability and transparency: commitment to transparency in protective practices and accountability for actions taken under this policy.

3. Guidelines and Procedures

- Background checks: Implement rigorous background checks for all new employees, focusing on human rights and labor compliance history.
- Training and awareness: Mandatory training programs on the protection policy for all employees upon hire and periodic refresher training.
- Secure reporting channels: Establish secure, confidential and accessible channels for reporting suspected or actual violations of the policy, ensuring there is no retaliation against whistleblowers.
- Partnerships: Require partners and suppliers to adopt similar protection practices, adhering to our policy, conducting regular assessments when necessary.

4. Implementation and monitoring

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5. Review and update of the policy

- Regular updates: commitment to continually review the policy to adapt it to legislative changes and global best practices.
- Impact reporting: annual publication of an impact report on the effectiveness of the policy and the actions taken to improve protection within the organization.