

HUMAN RIGHTS POLICY

At QGMI, we believe in human rights and the dignity of all people. We are committed to ethical behaviour in all our activities, as set out in the UN Guiding Principles on Business and Human Rights and ILO Declaration on Fundamental Principles and Rights at Work.

We are aware that our business has an impact on society. Therefore, we seek to ensure that all stakeholders are always treated with the utmost respect and fairness.

Our Human Rights Policy reflects this belief, and our following commitments are the guiding principles that drive the actions by our Employees, and those who acts on behalf of QGMI:

- Supporting the Universal Declaration of Human Rights;
- Encouraging respect for these rights among our contractors, suppliers and business partners;
- Rejecting the use of any form of forced or compulsory labour and any form of slavery and human trafficking – as defined by ILO Convention n°. 29.
- Investing in employees and caring for them by providing them with opportunities for development and growth;
- Creating an inclusive workplace and condemning any kind of discrimination including age, gender, religion, ethnicity, sexual orientation or disability;
- Ensuring that our employees are aware of their rights and obligations as part of QGMI;
- Actively discouraging any form of intimidation, bullying, sexual or moral harassment, and addressing them through appropriate disciplinary measures;
- Respecting the free movement of our employees;
- Rejecting and reporting any form of forced labour and/or child labour;
- Rejecting and reporting any form of modern slavery, including but not limited to confiscation of documents and compulsory overtime;
- Fulfilling our commitment to be a responsible corporate citizen, respecting human rights and supporting their protection and promotion;
- Respecting the right to rest and leisure, ensuring regular paid holidays;
- Caring for the health, safety and physical and relational well-being of our employees;
- Complying with the international laws and regulations in force in the countries in which we operate and complementing this Policy at local level where necessary;
- Requiring our supply chain to observe and fulfil these commitments.

Gustavo Dantas Guerra
CEO

