

Global Sustainability Policy

Votorantim Cimentos is committed to sustainable development and to conducting its business in an **ethical and transparent manner** to produce **lasting results** and build a **positive legacy** for society and its value chain, in line with the principles of **Our VC Way** and the aspirations of our **2030 Strategic House**.

Votorantim Cimentos principles described in the policy:

- Conduct business in an **ethical, honest and transparent manner** and ensure compliance with the Code of Conduct, laws, regulations and applicable policies in all countries where we operate.
- Create a **safe and healthy work environment** for employees, contractors and business partners and continually invest to prevent injuries, eliminate fatalities and create a safety culture.
- Support the **circular economy** through the company's activities and operations, replacing the concept of "end of life" with "reduction, reuse and recovery", to reduce waste, optimize resources and assets, and create more efficient processes.
- Ensure the implementation of the company's climate transition plan to help **tackle the negative effects of climate change and reduce greenhouse gas emissions**, setting science-based targets.
- Value diversity in all its forms, fight all forms of discrimination or prejudice, and foster a **diverse and inclusive work environment**.
- Manage risks and opportunities related to **biodiversity** based on the application of the mitigation hierarchy principle and the commitment to providing benefits for the company and the world.
- Manage water-related impacts and dependency, adopting measures to **reduce water consumption and protect water ecosystems** in areas where the company has facilities.
- Create solutions that draw from the abundance of knowledge, talent and resources in each location, boosting the company's value chain and driving **income generation and local development**.
- Establish mechanisms to **protect, respect and repair** potential risks and impacts on human rights.
- Maintain **community relations** initiatives, including active listening to stakeholders and adapting the social transformation strategy to local situations and cultures.
- Execute **external social investments** with a focus on community development in the different countries where we operate.
- Invest in **innovation and in the development of sustainable solutions**, and foster collaboration with the value chain in the quest to ensuring eco-efficiency in the production process and products.
- Identify and disclose **sustainability** risks and opportunities that may affect the company and its relationship with stakeholders.
- Know and **respect the communities and areas** where Votorantim Cimentos operates and promote respect for human rights across its value chain.