

## INTEGRATED POLICY

Petroquim S.A.'s Integrated Policy of is based on the "Principles of Sustainable Development" and provides a frame of reference for the firm's goal to create value over time, minimizing the risks associated with: people, processes, physical assets, the environment and financial resources. In addition, this Policy includes the Organization's commitment to compliance with applicable legislation, the Principles of Responsible Care® and continuous improvement in all management areas.



### ECONOMIC PILLAR

We seek to create value for our shareholders by using our physical assets and financial resources efficiently, as well as driving the growth of the company that our market permits.

We promote long-term and trustworthy relationships with our Customers, supplying them with products and services that meet their needs efficiently and thus help contribute to their success.



### SOCIAL PILLAR

Our Personnel Management achieves high levels of motivation, knowledge, and productivity of our collaborators, providing a good working environment, and improving their employability.

Our "Occupational Health and Safety Management" provides safe and healthy workplaces, eliminates hazards, reduces risks, seeks the prevention of accidents, work-related injuries and illnesses. Along with that, we promote the consultation, participation, and self-care of our Collaborators.

In addition, we promote communication and the creation of links with our external Interested Parties (Surroundings), paying attention to their approaches.



### ENVIRONMENTAL PILLAR

Our "Environmental Management Policy" prevents incidents and minimizes the impact of our activities on the environment by promoting the environmental awareness of our Surroundings.

Management Committee

## VALUES

Petroquim's values are the shared beliefs that guide us and are evidenced daily in our organizational behavior.



### Integrity and Honesty

We behave and interact with others with respect, trust, transparency, and truthfulness.



### Safety

We are committed to the "Zero Accident" philosophy, and everything we do is done in a safe manner.



### Excellence

We strive to reach a high performance, continuously improving our processes, and placing value on efforts that go beyond the expected.



### Commitment

We promote high level of engagement within Petroquim



### Work Environment

We promote an organization where it is pleasant to work, fostering trust, respect, courtesy, and a healthy sense of humor.



### Adaptability

We are open to changes in the workplace and show flexibility to adapt to them.



### Personal Development

At Petroquim collaborators are continuously learning and growing, thus developing holistically.

Management Committee