



CODE OF
ETHICS AND CONDUCT

INTRODUCTION

KARINA developed this **Code of Ethics and Conduct** with the objective of seeking better human relation practices in the work environment. The performance of KARINA and its Employees is guided by ethical and integral conduct and respect for the legislation.

This document affirms our commitment to the essential principles and values that guide KARINA's performance and presents the standards of conduct and ethics of Employees and administrators and third parties with whom KARINA relates, whether they are customers, suppliers, the community, or the Public Administration.

In addition to complying with the rules of this Code, it is the responsibility of all parties to report any violations of laws, the Code of Ethics and Conduct and KARINA's internal rules. For this, Employees and third parties must use the appropriate communication channels, such as our Reporting Channel.

This document is subject to mandatory compliance by Employees, Administrators, Partners, Service Providers and Visitors. Use it in your daily life and, in case of doubts, consult your immediate Manager or the Human Resources area.

GENERAL PRINCIPLE

The Code of Ethics and Conduct describes a set of rules that are mandatory for Employees, Partners, Service Providers and Visitors regarding attitudes, behaviors and posture at KARINA.

All acts performed on behalf of KARINA must be in accordance with applicable laws and KARINA's values and rules described in this code. All Employees, in all positions, must contribute to an environment of integral and ethical work.

By acting in accordance with the principles of the Code, we are sure of everyone's dedication and commitment to practicing the Code of Ethics and Conduct. The Code expresses commitment and respect for human beings, the environment and our values.

RESPECT FOR LAWS

KARINA, its Employees and Managers must comply with Brazilian law and where they carry out their activities.

MUTUAL RESPECT

The reason for our existence is our Employees, Customers, Suppliers and Partners. Having your preference and your respect is our goal

. Honesty, integrity, respect and transparency are essential for the relationship between everyone. KARINA does not allow any kind of discrimination or prejudice of any nature in relation to any person. Child labor, forced labor or conditions analogous to slavery or degrading labor are strictly prohibited, as are acts of any nature, such as moral or sexual.

DIVERSITY AND DISCRIMINATION

We respect and value diversity. We combat and repudiate all types of prejudice, any forms of discrimination or harassment, whether by gender, sexual orientation and gender identity, religion, race, color, language, physical or economic condition, age, opinion, origin, appearance, education or any other condition.

WORK ENVIRONMENT

Our commitment is to maintain an environment with fair, decent, safe, productive and inclusive working relationships. We respect everyone's individuality and cultivate transparent relationships, aiming at the well-being and human and professional development of our employees. In addition, we offer safe and healthy

working conditions in order to provide a better quality of life for those who work with us

UNION

Unionization is everyone's right and no discrimination or retaliation is allowed to employees who are union members.

SAFETY AND HEALTH

These are topics of extreme relevance to KARINA and it is everyone's responsibility to know and apply the Occupational Medicine and Safety standards. We offer a safe working environment for all.

FOCUS AND OBJECTIVE RESULTS

The search for results is an assumed commitment, in which we contribute to the Company remaining competitive, strengthened and sustainable, enabling it to generate more jobs, fulfill its commitments, make investments, seeking new markets, developments, profitability and growth.

EQUITY

It is the set of assets, rights and obligations of a company or

individual, i.e., its assets and liabilities. Goods are defined as things or objects that have utility and serve to meet a need.

MATERIAL ASSETS

Machines, Equipment, Computers, Information System, Facilities, Vehicles, Buildings, etc. The use of KARINA's material assets for sending, receiving or accessing any illicit or inappropriate content, including, but not limited to, messages of hatred and violence, illicit drugs, sexual content, among others, is strictly prohibited.

NON-MATERIAL GOODS

Knowledge obtained through Research, Technical Projects, Industrial Information and Consolidated image through the performance with more than 40 years of participation in the market. The assets in general are intended exclusively for KARINA's interests. All Employees are responsible for taking care, maintaining order, ensuring the good use and conservation of the Company's assets placed at their disposal.

INFORMATION PROTECTION

Information in general is a very important asset.

If improperly disclosed, it may cause losses, as well as put KARINA at a competitive disadvantage, causing financial losses and even causing damage to its image. The information owned by the Company may only be disclosed with prior authorization from the Presidency and/or Vice-Presidency. This rule must also be maintained after termination of the employment contract and for life.

INSTITUTIONAL IMAGE PROTECTION

The Institutional Image and the quality of products and services are Karina's competitive advantages in the market and in the society where it operates. Our employees are of the utmost importance if we are to continue maintaining quality and fulfilling our mission, in line with the vision and values we have established internally.

INTEGRITY WITH ALL AUDIENCES

KARINA is an Integral company, which carries out business in a transparent manner and complies with the current legislation. It is everyone's duty to promote the integral and ethical work environment established by the standards of conduct described herein. The practices below reflect the attitudes

we adopt in our operations.

CONDUCT WITH THE PUBLIC ADMINISTRATION AND ANTI-CORRUPTION POLICY

It is strictly forbidden to pay or receive a bribe, offer or receive an undue advantage, or engage in any conduct harmful to the Public Administration or third parties, for any reason, regardless of who is involved. KARINA, its Employees and Managers must comply with anti-corruption legislation in their daily activities, whether this is the Anti-Corruption Law (Law No. 12.846/2013), the Criminal Code (Decree-Law No. 2.848/1940), the Improbity Law (Law No. 8.249/92) or other applicable legislation. KARINA does not tolerate corruption, under any circumstances. KARINA Employees must be respectful and act with professionalism in the event of inspection and/or investigation procedures conducted by public agencies.

CONDUCT WITH CUSTOMERS, THIRD PARTIES, CONTRACTORS AND SUPPLIERS

An integrated and respectful relationship with Customers, Suppliers, Partners and Service



Providers is essential for KARINA's success and existence. In this sense, KARINA's Employees and Administrators must observe the provisions of this Code of Ethics and Conduct in their relationship with these third parties.

KARINA will seek to work with Partners, Suppliers and Service Providers who share the same standards of ethics and conduct as KARINA, aiming to detect, avoid or interrupt illicit acts and irregularities. Contractual conditions between KARINA and third parties must comply with criteria of honesty and transparency.

KARINA does not tolerate the practice of acts of private corruption or harm to free competition. The performance of Employees and Administrators in relation to competitors must always observe fair competition, in compliance with competitive legislation.

GIFT GIVING AND RECEIVING

Employees who strive to bring Customers and/or Suppliers to do business for the company may not in any way take action for their own advantage, whether this is considered lawful or unlawful. Similarly, Employees

will not offer any "gift" or advantage, benefit of any nature to Customers and/or Suppliers, in addition to those already used at KARINA. In case of doubts about the practices, Employees must consult his/her immediate superior or the Human Resources Area.

CONFLICTS OF INTEREST

Conflicts of interest may arise when the position or work of the Employee provides an opportunity for personal profit, to the detriment of the interest of KARINA. Employees and Administrators must not use their power in their positions, nor information obtained through their work, to obtain any personal favor for themselves or for a third party.

SOCIAL AND ENVIRONMENTAL SUSTAINABILITY

We are committed to Social and Environmental Sustainability. Social: as a tradition, KARINA supports the community and when possible employs people and makes donations to needy entities in the region.

ENVIRONMENTAL

Complies with legal requirements, invests in equipment and provides training.

ACCURACY OF RECORDS

KARINA's records are accurately recorded, as well as supported by documents, accounting records and regular audits. All Employees are responsible for ensuring the quality and efficiency of information, which reinforces our policy of adopting good accounting, financial and audit practices.

GENERAL PERSONAL DATA PROTECTION LAW

KARINA's processes and flows of information and documents are adjusted to meet the premises and requirements of the General Personal Data Protection Law. Employees undertake not to assign in any capacity to third parties their own personal data or the data or other employees, third parties, service providers, suppliers and customers of KARINA, respecting their privacy, using them only for lawful purposes and expressly authorized by them. Adopting the best postures and practices in order to comply with the rules and principles provided for in the General Personal Data Protection Law – LGPD (Law 13.709/2018).

CONSIDERATIONS

The Code of Conduct establishes values and principles that KARINA, together with its Employees, Administrators, Partners, Service Providers and Visitors, are willing to comply with, contributing to its continuous implementation in human relationship practices.

We thank you and count on everyone's participation and commitment to meet the standards of our Code of Ethics and Conduct. KARINA makes this document available, with rules that must be complied with. This Code of Ethics and Conduct is an extension of the individual work contract and personnel management practices.

It is mandatory for all Employees and Administrators and this document must be a reference in relations with Customers, Suppliers, Partners, Service Providers and Visitors who are on KARINA's premises. KARINA asks everyone to read the Code of Ethics and Conduct in full, using it in their daily lives and that they follow all the rules. In case of doubts, consult your Immediate

Manager or the Human Resources Area.

1. Employee Responsibilities

All Employees, regardless of their hierarchical level, are subject to the rules of this regulation and may not claim to be unaware. Employees have the following duties:

1.1. To know, respect and comply with KARINA's regulation, principles, procedures and Code of Ethics and Conduct, especially with regard to ethical and integrity behavior, respecting the applicable legislation and observing the provisions on conduct with the Public Administration, with customers, third parties, competitors and suppliers.

1.2. Follow the guidelines and act in a respectable manner with their managers and co-workers, avoiding any prejudice regarding race, color, social condition, religious creed, sexual orientation, etc.

1.3. Not to expose themselves or another person to the risk of an accident;

1.4. Comply with the responsibilities assumed in the employment contract with awareness, commitment, attention and professional competence, within the quality standards defined by KARINA.

1.5. Maintain absolute confidentiality of KARINA's information in the Commercial, Financial, Technological, Operational and Human Resources aspects.

1.6. Keep records up to date with the Human Resources department, such as personal documents, dependents, address, marital status and so on.

1.7. Comply with working hours, instructions and circular letters that specify the services and order in the work.

1.8. Use PPE, uniforms in workplaces where it is required, according to instructions and legislation in force.

1.9. Wear the ID badge in a clearly visible place, upon entry and while working on KARINA's premises. Employees that exercise the role of

helpers, assistants, machine operators, mechanics and electricians, need to be in uniform and at work stations must keep their badges in their pockets. Upon returning to other areas, the badge must be worn again.

1.10. Cell phones, camcorders, cameras and stereos are not allowed in the Manufacturing area.

1.11. It is not permitted to come to work drunk or under the influence of narcotics, and the entry and use of alcoholic beverages, illicit drugs and weapons of any kind on company premises is prohibited.

1.12. Smoking is not allowed on Karina's premises.

2. KARINA's Responsibilities

2.1. Employees, partners and service providers will have access to the internal regulations and the Code of Ethics and Conduct, through the Employee Manual or other means of communication and must be aware of its content

and cannot claim to be unaware of its existence.

2.2. KARINA will make revisions whenever deemed necessary, ensuring its effectiveness. In the event of modifications, changes and additions, the Human Resources area will keep everyone informed about such action.

3. Responsibilities of Management Positions (Executive Board, Managers, Supervisors, Coordinators, Leaders)

3.1. Distributing activities, guiding and accompanying employees in carrying out their work within KARINA's quality, productivity and safety standards.

3.2. Stimulate and support the qualification, training and development of skills of its Employees to improve their daily performance, expanding their professional knowledge through rotation of activities in the area and "job rotation" between the areas.

3.3. Supporting compliance with safety regulations within

KARINA, not only by Employees, but also by all persons who transit or remain on the Company's premises, as well as ensuring that everyone has access to safety and accident prevention information, ensuring a cleaner, organized, healthy and safe environment. Guarantee and ensure that the people who are under their responsibility are trained and qualified for the work that will be performed.

3.4. Promoting the implementation of this Code of Conduct Ethics, as well as disseminating it, by promoting and demonstrating by example the ethical and upright behavior expected of KARINA's Employees.

4. Occupational Safety Responsibilities

Occupational Safety will inspect unsafe conditions and acts that may put everyone's safety at risk. Physical failures in the workplace that may compromise the safety of Employees are considered unsafe conditions. Assist all Employees in the event of

accidents in the workplace. KARINA, concerned with the safety and well-being of its Employees, provides the necessary PPE, as identified in safety signs placed around the Factories. Whenever you observe any risk situation in the work environment, you must immediately take the necessary corrective actions and, if necessary, refresh yourself on good safety practices at work.

5. Asset Security Responsibilities

Protect KARINA's assets and the internal security of Employees and partners, avoiding occurrences of robberies, thefts, invasions and damage to assets, among other possible undesirable situations, complying with safety standards and based on the Internal Regulations and Code of Conduct.

Asset Security reserves the right to search bags, sacks, parcels or equivalent at the entrance and exit of KARINA, including vehicle searches, always in the presence of the person in charge and in a respectful manner. Any and all access to KARINA's

facilities will only be allowed after registration at the front desk, being announced and having entry authorized by the person receiving the visitor. Equipment and materials may not be brought in or taken out without the corresponding invoice, and Asset Security is authorized to request this at any time for verification.

Asset Security contributes to prohibiting the entry of alcoholic beverages, drugs and any type of weapon on KARINA's premises. All objects lost and found on KARINA's premises must be delivered to the Asset Security sector.

KARINA has a camera monitoring system in its premises to protect and safeguard its assets and the integrity of its employees and partners. The images are confidential and protected under the Law. Check the traffic rules on KARINA's premises:

- Pedestrians: crossing lanes
- Drivers: give preference to pedestrians
- Speed limit on premises: 20km/hr

6. Disciplinary Practices

Employees and partners must comply with the rules of Internal Regulation and the Code of Ethics and Conduct. All those who practice the following acts in conflict with KARINA's rules are subject to disciplinary measures:

6.1. Disrespect any provision related to ethical and integrity behavior required by this Code of Ethics and Conduct, including, but not limited to (i) use of the position for the purpose of favoring oneself or others; (ii) practice of illegal acts (iii) practice of acts of discrimination, prejudice, forced labor or harassment of any nature; (iv) practice of acts of corruption or any illegal or unethical conduct in relation to the public administration or public officials; (v) practice of unethical or illegal conduct in relation to KARINA's customers, suppliers, partners and service providers.

6.2. Failure to follow the Occupational Safety rules contained in the regulation chapter - Responsibilities of Employees, items 1.7 and 1.9.

6.3. Change or damage the content of any document, information or data

owned by KARINA.

6.4. Use the Company's electronic means for purposes that are not related to professional activities.

6.5. Practicing any type of commerce or collecting signatures within KARINA's premises to raise funds for celebrations (e.g. weddings, birthdays, etc.).

6.6. In general, non-observance of any precept or expected ethical behavior

and integrity as provided for in this Code of Ethics and Conduct.

7. General Provisions

All Employees, regardless of their hierarchical level, are guaranteed the right to express their opinion. KARINA encourages and urges everyone to participate in the constant improvement of this regulation, through internal communication channels or in the Human Resources area.