



Code of Ethics and Conduct

Introduction

Mantova's Code of Ethics and Conduct is an invitation to do, together, the day-to-day activities in a correct and appropriate manner. You participate and contribute by developing and maintaining relationships based on solid values to ensure lasting success. The Board of Mantova are certain that our Code of Ethics and Conduct is an essential tool for making Mantova successful. In this code, clear and transparent rules are presented to serve as a guide in all actions and relationships. Read it carefully and familiarize yourself with our code.

Social responsibility of all

Our social responsibility results in compliance and respect for the laws. We are obliged to respect the legal order within which we operate in all commercial decisions. Each Mantova employee should also be aware of their social responsibility, especially with respect to the good of the human being and the environment and ensure that our company contributes to sustainable development. Mantova's corporate responsibility results from the following principles.

Human rights

We respect, protect, and encourage compliance with guidelines for the protection of human rights and children as fundamental and universally valid requirements. We repudiate and condemn child labor, forced or compulsory, ill-treatment, as well as all forms of slavery and human trafficking. We do not accept your practice or use, including for our business partners, or even your practice outside the premises of our company by any employee.

Equal opportunities and treatment

We offer equal opportunities for everyone. We do not discriminate against anyone, nor do we tolerate discrimination by ethnicity, nationality, gender, creed, worldview, age, disability, sexual orientation, skin color, political affiliation, socioeconomic origin, or other personal characteristics whose respect is protected by law. We live diversity, actively engage in inclusion and work to generate an environment that encourages individuality, preserving it, with respect and integrity to the common interest of the company. The selection,

integration and encouragement of our employees happen so based on qualification and professional skills and capabilities.

Environmental protection

In development and production, we try to handle with the utmost care the natural resources, to continuously reduce the effects and possible impacts on the environment. In addition, we always evaluate the environmental compatibility of products and production processes, optimizing them whenever necessary, in full respect and compliance with current legislation.

Communication and marketing

We guide the development of communication and marketing in absolute respect and fidelity to the specificity of our products, using clear and accurate language, aiming at the faithful demonstration of our products, preserving the trust of customers and other interest groups. In compliance with the legislation, we do not disclose personal and/or registration data and do not categorize persons, institutions or companies in our marketing campaigns, on our website or any form of presentation of our products and company, without prior authorization.

Responsibility of business partners

Integrity, transparency, respect, and justice are decisive in the choosing of our commercial relations, based on credibility and trust; therefore, Mantova greatly values clear communication and consistent application of the legal system, internal guidelines, and values of the company. Mantova's responsibility as a trading partner results the following principles.

Conflicts of interest

We respect our employees' personal interests and private life, in absolute preservation of their privacy and inviolability of their data and image. We strive to avoid conflicts between the private interests and interests of the company, or even indications of a conflict in this sense. Our decisions are based exclusively on technical criteria and we do not allow ourselves to be influenced by interests and personal relationships.

Acceptance and offer of gifts, hospitality, and invitations

Donations in the form of gifts, hospitality and invitations are common in business relations. If these donations remain within an appropriate context and do not violate internal and legal regulations or cause problems. However, if they transpose this context and are used to influence indications or decision-making, they may be disciplined.

Mandatory conduct and technical

Corruption is a serious problem in business transactions. It results in decisions taken for improper reasons, delays progress and innovation, impedes free competition and harms society. Corruptive conduct is prohibited. In addition to not being in accordance with Mantova's values, it can bring fines to the company and criminal penalties for the employees involved. The quality of our company's products and services are the key to our success. Corruption is not accepted.

Mandatory conduct of integrity and law

We guide our conduct and our relationships, which are strewhich is of lawfulness. We carefully verify the identity of customers, business partners and other third parties with whom we negotiate, attempting to curb relationships aimed at money laundering, or financing of illegal acts. It is our goal to maintain business relationships only with serious partners, whose commercial activity is in line with legal guidelines and whose raw materials have legitimate origin.

Taxes and customs costs

Due to our global activities and the development of new markets, Mantova respects the most diverse rules of foreign trade, tax, and customs legislation. Compliance with tax and customs legal guidelines generates trust with customers, financial institutions and the public. Mantova does not admit any irregularity, or illegality, in

the conduct of its employees, or partners. Irregularities can cause considerable financial losses to Mantova and severe reputational damage. In case of involvement of any employee in irregularities, this will be subject to the legal consequences of his acts, or omissions.

Fair and free competition

Fair and free competition is protected by existing competition laws. Compliance with these laws is everyone's duty and ensures that there are no distortions of competition in the market. Agreements and combined behavior between competitors objecting to, or causing the impediment and restriction of free competition, are prohibited. Anti-competitive behavior can not only cause considerable damage to Mantova's good reputation, but also result in fines and severe penalties. We conduct business exclusively on the basis of merit, market economy principles and free competition. We seek to overcome our competitors, always respecting legislation, ethical principles, and morality.

Shopping

We carefully select our suppliers and service providers according to technical criteria. When purchasing products and services, we include the purchasing department and the quality department, to together be responsible for the approval of suppliers according to current procedures, in compliance with the set of principles that guide Mantova's relationships.

Responsibility in the workplace

Mantova employs all efforts for the internal development of its activities in a safe and healthy environment, in order to protect the health of each employee and take care of their safety, with the regular and continuous supply of PPE, with the environmental preventive conduct, training and implementation of all the necessary conducts to understand and condition the performance of activities in a preventive and safe way. The protection and security of the registration and preferred data of employees, partners and customers, the specific know-how of the company and its assets are preserved and respected by Mantova that does not share, disclose or inform to third parties, except in case of judicial determination. Responsibility in the workplace results from the following principles.

Occupational safety and health protection

Mantova takes its responsibility for the safety and health of its employees seriously. We guarantee occupational safety and health protection in line with applicable regulations and based on the company's occupational health and safety protection policy. Through the continuous improvement of working conditions, in addition to various measures to prevent diseases and promote health, we preserve and promote the health, productivity and job satisfaction of our employees.

Privacy policy in accordance with the General Data Protection Act

The legislation protects the privacy and inviolability of personal data of the natural or legal person, fully served and implemented by Mantova, in order to protect privacy when dealing with personal data. The obtaining, storage, processing and other uses of personal data requires the approval of the person involved, expressed in a contractual regulation or any other corresponding legal basis. We protect the personal data of employees (current and former), customers, suppliers and other people. We acquire, collect, process, use and store personal data only in accordance with legal requirements, meet data protection in accordance with applicable law.

Security and protection of information, knowledge, and intellectual property

Mantova holds protected patents and has various trade, industrial and technical know-how secrets. The unauthorized referral of this type of knowledge can cause very serious damage to the company, besides generating labor, civil and criminal consequences for the employee and/or third party involved. We are aware of the value of our company's know-how and protect it carefully. We respect the intellectual property of competitors, business partners and third parties.

IT Security

Information technology (IT) is an integral part of Mantova's daily life, but it harbors a number of risks. These included the threat to data processing by malicious programs (viruses), data loss from program failures, or misuse of data (by hackers, for example). We take care of IT security and comply with current regulations, applying all preventive measures and actions under the general data protection law, making use of the best clean technology.

Reporting policy: information and complaints

If any behavior is detected that may represent a violation of this code by employees, or any third party, such occurrence should be immediately reported. Complaints, at the internal level, are fundamental to the company and are therefore encouraged. The information provided by all employees who identify illegal conduct and/or harmful to the image and development of our activities, will be well received and investigated, in an attempt to maximum preservation of our principles and products.

Mantova will make a careful analysis of all complaints received and, if necessary, proceed with an appropriate investigation to the fact. The confidentiality necessary for reports of violations will be maintained, where possible, in line with the need to conduct the analysis in accordance with the legislation. Complaints must be made directly to the company's management. There will be no retaliation against any individual who has filed the complaint in good faith and in the understanding that there has been a violation of this regulation. The report may be anonymous; however, we recommend that people identify themselves when doing so. This allows the company to obtain all the facts, properly investigate the report, and initiate a confidential dialogue with those involved.

Final considerations

By applying this Code of Ethics and Conduct in its day-to-day actions, we will work together so that Mantova is synonymous not only with excellent products and services, but also increasingly recognized for its integrity, justice and excellence in the environment and conviviality. We emphasize our commitment to the future, showing that our company and our network of partners are made up of healthy and ethical people.

