

HUMAN RIGHTS AND LABOR POLICY

1. Context

TBrTech is a company that sells parts for electric motors and generators, reselling these parts purchased from specific suppliers or outsourcing production to previously evaluated and approved companies.

2. Objective

This policy aims to ensure that all employees, suppliers and business partners of our organization act in accordance with the fundamental principles of human and labor rights. It prohibits harmful and discriminatory practices, promoting a safe, fair and ethical work environment.

3. Provisions

3.1. Forced labor:

- o It is strictly prohibited to force, under threat of physical or psychological sanction, any individual to work and remain at work against their will.
- o Workers should not be compelled to work excessively long hours that violate current labor laws..

3.2. Human Trafficking:

- o Any involvement in human trafficking is unacceptable.
- o Exploitation of people for work or any other purpose is not tolerated.

3.3. Child labor:

- o Children under 15 years of age cannot be employed under any circumstances.
- o Hazardous labor for under 18 is also prohibited.

3.4. Identity Documents or Passport retention:

- o It is not permitted to retain workers identity documents, passports or other personal documents.

3.5. Discrimination:

- o Discrimination based on sex, religion, race, color, political opinion, nationality, age, sexual orientation, marital status, union membership, family responsibilities or being HIV-positive (SIDA) is not tolerated.
- o All employees must be treated with equality and respect.

3.6. Recruitment Fees:

- o Charging recruitment fees from job seekers is not permitted.
- o Recruitment process must be transparent and fair.

3.7. Paid Sex Services:

- o It is not permitted to seek or offer paid sex services during working hours.

4. Responsibilities:


- o All employees, suppliers and business partners must comply with this policy.
- o The Human Resources department is responsible for monitoring and enforcing these guidelines.
- o Hiring suppliers that violate the terms of this policy constitute conditions for joint and several liability,

5. Notifications

Any employee may, at any time, make notifications or complaints regarding violations of the content of this policy, whether within the company or suppliers, without risk of reprisals, via email: miltonseike@tbrtech.com.br

6. Consequences:

Violations of this policy may result in disciplinary action, including termination of a contract or business partnership.



Milton Toshifumi Seike - Manager