

LOJAS RENNER S.A.



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Human Rights Policy Lojas Renner S.A.

CONTENTS

1	INTRODUCTION	3
2	TO WHOM IT APPLIES	3
3	REFERENCES	3
4	PREMISES	3
5	PROTECT AND RESPECT	4
	5.1 Diversity, inclusion and equal rights	4
	5.2 Legal and regular employment relationships	4
	5.3 Fair and value-creating working relations	4
	5.4 Labor migration	4
	5.5 Good working environment and organizational climate	5
	5.6 Freedom of association and collective bargaining	5
	5.7 Employee health and safety	5
	5.8 Fair and value-creating communication	5
	5.9 Privacy	6
	5.10 Customer health and care	6
	5.11 Preservation of natural resources	6
	5.12 Ethics	6
6	REMEDY	6
7	TRAINING AND IMPLEMENTATION	7
8	UPDATE AND REVIEW	7
9	RESPONSIBILITIES	8

1 INTRODUCTION

This Policy formalizes and disseminates our commitment to promoting respect for human rights, establishing the guiding principles that should guide the Company's activities and relations throughout the business value chain.

2 TO WHOM IT APPLIES

This Policy is applicable to Lojas Renner and all its subsidiaries, in all countries where we have our own operations and supply chains, to our employees and all products and/or services suppliers as well as their contractors.

When our ability to influence the issue is limited, we commit to collaborating with the parties involved to ensure that effective actions are taken to respect human rights.

3 REFERENCES

We guide our commitment based on the best practices established by international human rights initiatives, widely legitimized and recognized, such as:

- UN Sustainable Development Goals;
- UN Guiding Principles on Business and Human Rights;
- UN International Charter on Human Rights and its instruments: International Declaration of Human Rights, International Covenant on Civil and Political Rights and International Covenant on Economic, Social and Cultural Rights;
- United Nations Global Compact;
- Multinational Guidelines of Organization for Economic Cooperation and Development (OECD);
- International Labor Organization (ILO) Declaration on Fundamental Principles and Rights at Work; and
- The Brazilian Federal Constitution.

4 PREMISES

The human rights protection is a non-negotiable premise for Lojas Renner S.A. and we are committed to working proactively to respect them, by preventing possible violations and by promoting affirmative actions to defend human rights in our operations and relationships; in addition to applying our best efforts to remedy impacts and negative consequences of the Company's or third parties' operations with whom we have commercial relations in our chain.

Learn next the human rights directly related to the value chain and to the business model of the Company and the unfolding of our commitment to each one of them.

5 PROTECT AND RESPECT

5.1 Diversity, inclusion and equal rights

We reject any form of discrimination and respect the diversity of all our stakeholders. To employees, we offer equal rights and opportunities to all, respecting the legislation in general and the company's internal regulations, regardless of gender, gender expression, marital status, sexual orientation, disabilities, race, ethnicity, age, cultural plurality, belief or religion, political or other opinion, nationality, social class, learning pace or any other condition.

In this sense, we promote the appreciation of diversity and the inclusion, especially of gender, People with Disabilities, black people and LGBTQ+ people.

5.2 Legal and regular employment relationships

We reject any form of forced, compulsory labor or analogous to the slave labor, both in our own operation and throughout the business value chain.

Since 2013, Lojas Renner S.A. is a signatory to the National Pact for the Eradication of Slave Labor, from the InPACTO Institute, whereby the Company engages to ten commitments to promote the regularization of labor relations in the value chain and the commercial restriction to individuals and companies included in the "Dirty List".

Additionally, we reject child labor¹ and we do not hire people under the age of 16, except as apprentices, from the age of 14, respecting the contracting models established by law. We respect the rights of children and adolescents, based on the Business Principles of Unicef and the UN Global Compact.

5.3 Fair and value-creating working relations

We promote fair working relationships with all our employees and in our supply chain, based on respect for all labor rights and wages within legal standards.

5.4 Labor migration

We do not allow any employee or worker in our value chain to be exploited, and we pay special attention to the working conditions of migrants, who are more exposed to situations of vulnerability to their labor and social interests.

In addition to monitoring working conditions, we contribute towards the promotion and protection of the human rights of migrants and refugees, through programs that support their insertion in the labor market, their development and their socioeconomic inclusion.

5.5 Good working environment and organizational climate

We repel any kind of embarrassment and moral, sexual, psychological or any other kind of harassment in the workplace and any threatening, violent, intimidating, abusive, exploitative or sexually coercive behavior.

All products and/or services suppliers as well as their contractors must comply with the provisions of the Code of Conduct for Suppliers to ensure a favorable working environment.

¹ According to the ILO [Convention No 138](#).

5.6 Freedom of association and collective bargaining

We recognize the right of our employees to free union association and collective bargaining with the respective unions, within the limits provided for by local law, respecting the respective representative bodies.

All products and/or services suppliers as well as their contractors must respect their employees' freedom of association and collective bargaining.

5.7 Employee health and safety

We provide our employees with safe and healthy workplaces, by complying with internal laws and regulations regarding medicine and occupational safety.

All products and/or services suppliers as well as their contractors must guarantee the proper operation of a safe and healthy workplace, in accordance with the provisions defined in the Code of Conduct for Suppliers.

5.8 Fair and value-creating communication

In the media campaigns, in the service channels and in the stores, we value communication with all our stakeholders and society based on ethics, valuing diversity, human rights and citizenship.

In advertising campaigns and other marketing communications aimed at our customers, we consider different cultures and groups in society. We do not tolerate the production or association of discriminatory communication, which incites violence, exploits fear or takes advantage of the fragility of vulnerable groups.

5.9 Privacy

We respect the General Data Protection Law and the applicable local laws on the subject, the right to privacy and confidentiality. The confidential information of our employees, suppliers and customers, which is known to managers and employees, must be kept confidential and used only for appropriate and consensual purposes.

We maintain an Information Security Policy and a structured area dedicated to the subject, as well as internal and external risk audits, systems supported by international certifications and a corporate program aimed at education and awareness in information security.

5.10 Customer health and care

We continuously develop and apply processes to assess and mitigate any possible risks with negative impact that the products sold may have on the health of our customers.

We also safeguard our stores and offices in line with the law while respecting human rights - in order to preserve people's intimacy, life, honor and image - by providing training on the standards to be observed to prevent the use of force, inhuman or degrading treatment and discrimination.

5.11 Preservation of natural resources

We comply with environmental laws and regulations and require the same from our suppliers.

Also, we must make continuous efforts to increasingly reduce the environmental impact resulting from our products and services' life cycle in relation to greenhouse gas emissions, the consumption of resources (water and energy), the disposal of effluents and waste and to control the use of chemicals.

Our Sustainability Policy establishes the principles and commitments to be observed for the promotion of eco-efficiency and for the development of sustainable products and services.

5.12 Ethics

We fight corruption in all its forms, including bribery, money laundering, offering or receiving undue advantages and other unlawful acts.

Our Anti-Corruption Policy guides different actions to fight corruption and we have a dedicated Corporate Compliance department to manage the issue and map the risks of the entire operation.

All employees and suppliers must adhere to the ethical and anti-corruption principles established in the policy and in the Codes of Conduct.

6 REMEDY

Lojas Renner S.A. provides a confidential reporting channel for internal and external stakeholders who are aware of any situation that contravenes the principles established in this and other policies.

The investigation of complaints will be conducted in an unbiased and independent manner, through the Corporate Compliance department, responsible for controlling the application of appropriate corrective measures in proven cases of violation.

Furthermore, the Company has a whistleblower protection mechanism, to prevent any retaliation or leakage about his/her identity and provides support and advice to those in whom contact is possible, in addition to using the solved cases as a source of continuous learning, identifying improvements.

Contact for complaints can be made by:

Telephone

0800 7020 130 – Lojas Renner S.A. and Realize CFI

0800 0770 077 – Camicado

E-mail

denuncia@lojasrenner.com.br – Lojas Renner S.A. and Realize CFI

denuncia@lojyoucom.com.br - Youcom

denuncia@camicado.com.br – Camicado

denuncia@renner.com – Lojas Renner S.A. Uruguay, Argentina, Shanghai and Bangladesh

denuncia@ashua.com.br – Ashua

Website

<https://www.lojasrenner.com.br/central-de-atendimento>

Mail

Lojas Renner S.A.

Av. Joaquim Porto Villanova, 401 – Bairro Jardim do Salso - CEP 91410-400

Porto Alegre (RS) – Brasil

Attn: Compliance Manager

7 TRAINING AND IMPLEMENTATION

Employees of all positions, including senior leadership, and products and/or services' suppliers must receive training on this Human Rights Policy in the event of its publication and on changes in its content. New employees will receive training at the time of integration upon hiring.

At the time of training everyone must commit to comply with it.

The Human Rights Policy will also be widely disseminated among Lojas Renner S.A.'s suppliers, customers, investors and other stakeholders in the communication channels of each public.

8 UPDATE AND REVIEW

Contributing to the promotion of respect for human rights in the business value chain is an ongoing process, which requires ongoing assessments, as changes in our commercial relations and operations may create new real or potential impacts.

For this reason, this policy will be reviewed and updated every two years, whenever new relevant trends in human rights are identified or whether any significant changes in the strategic aspects of the Company are made, at the discretion of the responsible bodies.

9 RESPONSIBILITIES

Ensuring respect for human rights is the responsibility of all those involved in Lojas Renner S.A.'s operations and value chain, regardless of their area of activity or hierarchical level.

The body responsible for managing this policy at the Company is the Sustainability Committee, composed of three members - a director of the Human Resources department and two Board of Directors members -, which has the support of the Sustainability Management, the Corporate Compliance department, the Legal department and the Supplier Compliance Management department to supervise and execute the implementation of this policy.

In addition, all business areas are responsible for complying with the principles and guidelines of this Policy in their activities, processes and decision-making, seeking continuous improvement and alignment with the voluntary commitments assumed by the Company.

In case of doubts and suggestions regarding the content of this policy, please contact the channel sustentabilidade@lojasrenner.com.br.