

Ethical Principles

Ethics

This Code is not aimed at contemplating all conduct practices or principles, but to provide clarifications on most frequent doubts and serve as a base for the understanding of what are considered to be ethical conduct by Paraná Bank.

Therefore, seeking to promote ethics as a priority in its professional relations, Paraná Banco requires from its Employees a high behavior standard. For such, it establishes in this Code the principles which must be pursued and the norms that must be complied with by all Bank Employees, reporting to their next senior manager, or directly to Compliance, any irregularity or infraction identified, in compliance with the following guidelines:

- a) The exercise of the professional activities with technical excellence, seeking constant improvement.
- b) Enjoy with moderation and balance the functional prerogatives assigned to the same, performing their work with honesty, respect and team spirit.
- c) To promote the disclosing to all Employees, clients, service providers and suppliers the contents of this Code, with the purpose of stimulating their total knowledge.
- d) Avoid use of the Bank's resources for private purposes, as well as protect the assets made available to him/her.
- e) In addition to the rules contained in the present Code, Employees must comply with the rules contained in the remaining documents elaborated by Compliance. In case of doubt referring to any procedure, guidance must be sought with their next senior manager or Compliance.

Personal Conduct

The Employee, as for his/her personal conduct, must comply with the highest behavior standards. He/She must always be alert relative to his/her personal and professional relations, while keeping in mind the interests and preservation of Paraná Banco's image and avoiding jeopardizing its reputation.

As an example of the aforementioned, the Bank expects the Employee to:

- a) Create a personal responsibility conduct.
- b) Help the other Employees to comply with the highest ethical and professional norms.
- c) Seek advice with respect to the ethical issues through his/her next senior manager or Compliance.
- d) Strictly respect and comply with all the country's laws and norms, as well as with internal policies and guidelines applicable to his/her position and the Bank's goals.
- e) Avoid situations that generate conflicts of interest or point out at their existence.
- f) Always respect the reliability of the Bank's business information, as well as the information of any persons (individuals or legal entities) directly or indirectly linked to the Bank and its clients.

Corporate Conduct

The Bank's corporate activities must earn the trust of its clients and shareholders. Based on this, our basic principles of corporate conduct are:

I. Governing Law

The Bank neither promotes nor tolerates the violation of any law or regulation in the execution of its businesses or related activities.

II. Regulatory Bodies

The Bank fully cooperates with regulatory bodies and independent auditors. Any attempt to unlawfully influence, coerce, mislead, manipulate or interfere in the audit of the financial statements and controls of the Bank consists of infraction of this Code.

III. Rules and Procedures

The Bank maintains and supports norms and procedures aimed at safekeeping the confidentiality of the information pertaining to its clients and Employees.

IV. Discrimination, Prejudice and Moral and Sexual Harassment

The Bank repudiates, under any circumstances, all types of statement, action or omission which may demonstrate signs of discrimination for reasons of race, religion, color, origin, age, gender and physical or mental disability or any other form in the work environment

Likewise, the Bank repudiates any form of moral and sexual harassment, rejecting the exposure of Employees to abusive, humiliating and embarrassing

situations and also the attempt to obtain favor through undesirable and reproachable conducts, which may jeopardize the integrity of its Employees, negatively transforming the work environment.

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