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1. OBJECTIVE

This Policy intends to establish Órigo Energia's intentions and commitments according to the ESG pillars (Environmental, Social, and Corporate Governance) of the company's practices and operations, considering, but not limited to, the IFC's socio-environmental performance standards and the UN's Guiding Principles on Business and Human Rights.

2. SCOPE OF ACTION

This Policy applies to all company management, shareholders, employees (including third party), suppliers, and service providers of Órigo Energia in all its areas of operation.

3. REFERENCES

- Órigo Energia's Code of Conduct;
- Órigo Energia's Mission, Vision, and Values;
- Principles of International Finance Corporation (IFC);
- UN 2030 Agenda;
- UN Guiding Principles on Business and Human Rights;
- Convention 138 of the International Labor Organization (ILO);
- Órigo Energia's Anti-Corruption Policy;
- Órigo Energia's Corporate Policies and Procedures.

4. DEFINITIONS

Employee: own and third-party employee, or service provider contracted by Órigo Energia;

ESG Committee: specialized forum created by Órigo Energia in 2022 to discuss socioenvironmental practices, actions, and initiatives with directors and investors;

IFC: International Finance Corporation;


ILO: International Labor Organization;

Living Natural Resources: activities involving natural forests and reforestation, agriculture, livestock, aquaculture, and fisheries linked to regional agribusiness;

Stakeholders: people and organizations that may be affected by Órigo Energia's activities directly or indirectly, positively or negatively;

UN 2030 Agenda: guide of actions, goals, and objectives for the international community aimed at eradicating poverty and promoting a dignified life for all, within the limits of the planet;

SDG: Sustainable Development Goals.


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5. POLICY GUIDELINES

Órigo Energia's mission is to “massify renewable energy consumption in Brazil” through the development, construction, and operation of farms for the distributed generation of renewable energy, based on the best practices of environmental, social, health, safety, and governance. Such practices, aligned to business sustainability, are reflected in the following commitments, according to the ESG pillars:

a) Environmental

- Protect present biodiversity and ecosystems in Órigo Energia's areas of activity, sustainably managing living natural resources, avoiding losses, and seeking a positive impact on its operation;
- Ensure compliance with legislation and other voluntary environmental requirements, adopting best practices through the establishment of internal standards or use of recognized international standards;
- Implement and maintain an environmental management system that prevent and minimize the impact that activities and infrastructures can cause on the environment, based on eco-efficiency models and effective management of environmental risks, included in the company's risk management process, which covers socio-environmental risks in the supply chain and business partnerships;
- Reduce the company's environmental footprint, assuming as fundamental principles the prevention of pollution and the efficient use of resources;
- Ensure efficiency in water management and water footprint reduction of the company's operations;
- Maximize the circular economy opportunities by minimizing the impact of waste, promoting reuse and recycling, and reducing the generation of hazardous waste;
- Promote the decarbonization of Órigo Energia's operations, mapping its greenhouse gas (GHG) emissions, and aiming to avoid and compensate for them;
- Seek energy efficiency and promote, through the company's performance, greater awareness about consumption and energy efficiency;
- Promote in the company's supply chain and partnerships the best practices in environmental management, requesting compliance with obligatory standards; and
- Expand awareness about sustainable practices by offering training and lectures to sensitize own and third-party employees, customers, and partners, advising the importance of acting responsibly towards the environment.


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b) Social

- Ensure respect for and application of internationally recognized social, economic, and cultural human rights;
- Apply the best practices in occupational health and safety to own and third-party employees, and communities affected by Órigo Energia's activities;
- Prohibit and reject any form of forced labor, in conditions considered modern slavery or related to human trafficking within the company's operations, and carry out recurrent monitoring to minimize any possible risk in the supply chain;
- Respect the rights of boys, girls, and teenagers. Prohibit and reject the use of child labor in the company's operations, verifying that, in the processes of hiring employees, they all exceed the local legal minimum age to work and respect, in all cases, the current legislation and the provisions of the Convention #138 of the International Labor Organization (ILO);
- Ensure non-discrimination and social responsibility about impacts on communities around the company's operations and society in general;
- Promote equal opportunities and avoid discriminatory treatment of people in all areas of the organization, without discrimination associated with race, citizenship, ethnic origin, religion, gender, sexual orientation and identity, marital status, age, disability or family responsibility;
- Promote wage balance between similar positions in similar contexts;
- Refuse all forms of harassment, threat, or intimidation – whether verbal, physical, sexual, or psychological – in our own and third-party work environment;
- Respect the economic, social, and cultural rights of the communities where the company develops its activities to maintain collaborative and trust relationships;
- Preserve the culture and assets associated with indigenous peoples, *quilombolas*, and other traditional communities; and
- Preserve the historical, archaeological, and cultural heritage.

c) Governance

- Ensure full compliance with legal and tax obligations that affect Órigo Energia's activities according to applicable legislation (federal, state, and municipal), valuing ethics, compliance, and best governance practices;

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- Act with honesty and integrity, following the commitments established in the Órigo Energia's Anti-Corruption Policy and Code of Conduct, fighting against corruption in its different forms, and ensuring the continuous training of its employees about this subject;
- Adopt, in a complementary way, internal infralegal standards or international standards that are understood as essential to ensure a positive impact on the company's performance, such as the IFC performance standards, ILO Convention #138, and the UN Guiding Principles on Business, and Human Rights;
- Value excellence in power generation and services provided to the company's customers, ensuring privacy, security, and proper processing of personal data;
- Ensure legitimate consultation and whistleblowing processes for all stakeholders, including a consultation, whistleblowing, and reporting mechanism; and
- Establish appropriate mechanisms to remedy adverse impacts for which the company is directly responsible.


For Órigo Energia, sustainability is to generate value ethically and responsibly for its entire ecosystem, offering quality services that positively impact the environment and society. Therefore, these commitments are reflected in its Social and Environmental Management System, which controls their application and follow-up.

Through this Policy, the company undertakes commitments to social responsibility, occupational health and safety, and environmental protection, which go beyond legal obligations, since socioenvironmental factors are inseparable parts of Órigo Energia's decision-making processes and are integrated into the company's business strategy.

The company's contribution to the Sustainable Development Goals of the UN 2030 agenda are mainly regarding the SDG #7 (Ensuring access to affordable, reliable, sustainable, and modern energy for all), #11 (Making cities and human settlements inclusive, safe, resilient and sustainable), and #13 (Take urgent action to combat climate change and its impacts).

Órigo Energia commits to respecting all internationally recognized Human Rights, ensuring non-discrimination of any kind, diversity, equity, and inclusion, to contain climate change, and to development partners in its supply chain. The company wants to promote a more equal and fair society, where equal opportunities and access to essential resources for all is a reality.

The ESG & Brand Executive Team will be responsible for leading the implementation of these guidelines, engaging leaders, own and third-party employees, suppliers, partners, and customers in the commitment to ensure a more sustainable ecosystem in all company's processes and operations, and reporting its progress to the interested parties.

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6. ROLES AND RESPONSIBILITIES

6.1. Board of Directors

- Approve the ESG Policy and its respective revisions, as recommended by the ESG Committee;
- Observe factors associated with environmental, social, health and safety, and governance aspects, directing the company in the consideration and continuous improvement of its corporate performance; and
- Monitor and supervise the sustainability indicators generated by the ESG & Brand Executive Team, to be utilized as parameters for the company's guidance.

6.2. ESG Committee

- Analyze and discuss opportunities, initiatives and strategies associated with environmental, social and governance aspects in all areas of the company; and
- Make recommendations/proposals on the topics to the Board of Directors and the Management/Executive Board.

6.3. Executive Board

- Ensure that the guidelines of this Policy are permeating all business units and aligned with the company's strategy and business plan.


6.4. ESG & Brand Executive Team

- Propose and implement, with the areas involved, the company's socioenvironmental strategy;
- Engage the company's internal areas to meet its requirements and commitments to socioenvironmental aspects; and
- Monitor and report sustainability indicators to the ESG Committee and Board of Directors, ensuring transparency in the company's processes.

6.5. Leadership and Employees of Órigo Energia

- Know and comply with the guidelines of the ESG Policy, collaborating to improve environmental, social, health and safety, and governance aspects in all processes of the Órigo Energia's value chain.

6.6. Third Party Employees and Suppliers of Órigo Energia

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- Know and comply with the guidelines of the ESG Policy in the performance of its activities, collaborating to improve environmental, social, health and safety, and governance aspects in all processes of the Órigo Energia value chain.

7. DISCLOSURE

This Policy is aligned with other Órigo Energia's policies.

In order to meet the specificities and evolution of Órigo Energia's sustainable performance, this Policy can be referenced in other specific normative documents, subject to and in compliance with the guidelines established herein.

8. VALIDITY

This Policy comes into effects on the date of its publication and remains in effective for an indefinite period.

REFERENCE AND CONTACT INFORMATION

For reference documents, please access:

<https://origoenergia.com.br/2022-CODIGO-DE-CONDUTA-ORIGO.pdf>

<https://origoenergia.com.br/institucional>

[https://www.ifc.org/wps/wcm/connect/f2679b79-e082-4bc9-ae04-](https://www.ifc.org/wps/wcm/connect/f2679b79-e082-4bc9-ae04-e5dbee83791d/PS_Portuguese_2012_Full-Documents.pdf?MOD=AJPERES&CVID=jSD0tSw)

[e5dbee83791d/PS_Portuguese_2012_Full-Documents.pdf?MOD=AJPERES&CVID=jSD0tSw](https://www.ifc.org/wps/wcm/connect/f2679b79-e082-4bc9-ae04-e5dbee83791d/PS_Portuguese_2012_Full-Documents.pdf?MOD=AJPERES&CVID=jSD0tSw)

<https://brasil.un.org/pt-br/sdgs>


[guidingprinciplesbusinessshr_en.pdf \(ohchr.org\)](#)

[Convention C138 - Minimum Age Convention, 1973 \(No. 138\) \(ilo.org\)](#)

For more information, please contact: sustentabilidade@origoenergia.com.br

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[Signature page of the ESG Policy approved on July 04th, 2023]

9. SIGNATURES

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