

1. OBJECTIVE

Establish the Company's Corporate Social Responsibility guidelines for applying its Private Social Investment (ISP) and maintaining relationships with communities and interested parties. This policy aims to build a lasting partnership that generates value, based on communication, trust, credibility, ethics and transparency, managing the impacts of our activities and anchored in the values that guide M. Dias Branco's operations, in order to contribute to the sustainability of business and society .

2. APPLICATION

This policy applies to all employees of the Company, its business units, associated and controlled companies of M. Dias Branco, social institutions and company partners.

3. RESPONSIBLE MANAGERS

Administration, Development and Sustainability Vice-presidency
People, Management and Sustainability Department
Communication, Culture and Sustainability Management
Sustainability Coordination

4. DESCRIPTION

4.1 Introduction

This Policy guides M. Dias Branco's commitment to boosting social development and economic growth through the promotion of initiatives and support for institutions and social impact projects aimed at education, professionalization, entrepreneurship, income generation, culture, sport, health and environmental, with the most diverse audiences, contributing to the local development of the regions in which it operates. This document is aligned with the purpose, mission, vision and values and reinforces the responsibilities assumed in the Compliance Policy, Donations and Sponsorship Policy, Sustainability Policy and Code of Ethics.

4.2 Social responsibility

M. Dias Branco maintains, in its organizational structure, a team of employees dedicated to the development, support and monitoring of the Company's initiatives and indicators linked to the theme of Social Responsibility. Its scope is to validate all M. Dias Branco social initiatives, with emphasis on interaction with Third Sector institutions (Civil Society Organizations). It is the responsibility of the Social Responsibility area to submit its activities periodically to the Sustainability Committee, the People, Management and Sustainability Board, the Vice-Presidency of Administration, Development and Sustainability, the ESG Committee and the Board of Directors.

4.2.1 Concept

Social responsibility is expressed by the desire and purpose of organizations to incorporate socio-environmental considerations into their decision-making processes and to be responsible for the impacts of their decisions and activities on society and the environment. This implies ethical and transparent behavior that contributes to sustainable development, complies with applicable laws and is consistent with international standards of behavior. It also implies that social responsibility is integrated throughout the organization, is practiced in its relationships and takes into account the interests of interested parties (ISO 26000).

PREPARED BY:

MARIA AUGUSTA NOLASCO ALBANI

APPROVED BY:

LUIZA ANDREA FARIAS NOGUEIRA

4.3 Principles

The principles that guide this policy are aligned with the company's strategy and objectives, contributing to the construction of a more fair, egalitarian and inclusive society. It is also in compliance with guiding documents such as ISO 26000 (Standard that guides Corporate Social Responsibility guidelines), the UN Guiding Principles on Business and Human Rights and the United Nations (UN) Global Compact, as well as other Policies and Codes by M. Dias Branco.

4.4 Guidelines

4.4.1. Private Social Investment (ISP) - To direct resources invested in social initiatives, M. Dias Branco establishes the following guidelines:

- Have management focused on axes that aim to contribute to the participatory construction of public policies and/or collective Sustainable Development agendas, valuing the protagonism of local actors, especially in regions close to our industrial and commercial units, and strengthening civil society;
- Dialogue and maintain open channels with the community to define social investments;
- Ensure that the amount allocated to the ISP is defined annually within the scope of the Strategic Direction, providing transparency to the investment made with disclosure in the Company's Integrated Annual Report;
- Prioritize ISP initiatives covering the following steps:
 - I - Gathering information and defining priorities (locations, characteristics, alignment with the axes of the social agenda and contribution to public policies);
 - II- Execution of actions, according to the investment plan, and systematic monitoring of indicators, goals and actions;
 - III- Establishment of visits to audit the results and management of supported initiatives, with periodic requests for information that demonstrates the application of investments;
 - IV- Disclosure of the results achieved to interested parties.
- Act on projects that generate social impact aimed at education, professionalization, entrepreneurship, income generation, culture, sport, health and the environment, considering the Company's participation, as possible, in councils, committees (or similar bodies) to debate the local development;
- Enable conditions for financial and organizational self-sufficiency of supported projects (long-term vision);
- Ensure that all social investment must follow the guidelines of the Company's integrity and suitability management procedures and policies, such as the Code of Ethics and the Donations and Sponsorship Policy, ensuring the prevention and prohibition of acts of corruption and fraud.

4.4.2. Types of Investment - The Company's social investment may be carried out by action fronts, as foreseen.

- Own Programs and Projects - initiatives developed by the Company in a planned manner and in synergy with the Strategic Sustainability Agenda and Strategic Direction;
- Partnership with Civil Society Organizations and Government - support for initiatives developed by third parties, by presenting the positive impact and benefit of the communities covered;
- Donations of Products, Assets and Financial Resources - voluntary allocation of products/assets and financial resources;
- Sponsorship of Social Projects - transfer of resources with the aim of supporting external actions, with or without advertising, with or without tax incentive resources;
- Volunteering - provision of M. Dias Branco professionals to develop activities in supported social initiatives.

PREPARED BY:

MARIA AUGUSTA NOLASCO ALBANI

APPROVED BY:

LUIZA ANDREA FARIAS NOGUEIRA

4.4.3. Relationship with communities - in its interaction with communities in order to maintain a relationship of partnership, ethics, transparency and respect, M. Dias Branco establishes the following guidelines:

- Identify and evaluate the impacts generated on communities resulting from the company's activities, as well as the risks of violation of Human Rights, also considering the chain of suppliers and partners;
- Generate a positive impact on local communities through various types of investment, developing and supporting social projects, by monitoring the effectiveness of the actions taken;
- Act in socio-environmental emergencies and potential conflicts and crises with the communities in the areas covered, on topics related to the operation of the business, adopting a mitigation hierarchy to avoid or, when it is not possible to avoid, minimize and, in cases where they remain residual impacts, remediate them;
- Promote projects that encourage diversity, equity and inclusion, combating slave and degrading labor and discrimination in all its forms;
- Respect regionalism, values, traditions and cultures of local communities;
- Prioritize, whenever possible, the support of communities located in the Company's areas of operation;
- Promote the development of communities and their institutions;
- Maintain and manage communication channels that encourage constant dialogue and a relationship of trust with interested parties such as website, social networks, Customer Service, email (responsabilidadesocial@mdiasbranco.com.br), among others, ensuring that community complaints are responded to and managed appropriately;
- Carry out regular and systematic visits to communities and their representative institutions to meet their demands, ensuring their management is appropriate and respectful of business needs, as well as carrying out prior, free and informed consultation with traditional communities, when applicable;
- Monitor the effectiveness of actions taken and procedures carried out with surrounding communities and private social investment;
- Ensure that this policy is published in the freely accessible area of the Company's website;
- Disclose indicators related to social actions, including the Company's Human Rights indicators

4.5. Responsibility and Management

It is the responsibility of the Social Responsibility area, together with other related areas, and following the other M. Dias Branco Policies, to comply with the entire Social Responsibility Policy in its entirety.

4.6. Consequences Rules

Failure to comply with the Company's policy may result in appropriate disciplinary measures, permitted by law and in force in internal documents.

5. GLOSSARY

Private Social Investment (ISP) - voluntary transfers of private/own resources to institutions, projects and actions of public interest.

Communities - group of people who live within the same geographic area, united by common interests and who share the same general living conditions.

Stakeholders - corresponds to all entities that are impacted by their operations and also impact the business and can be represented by companies, institutions, investors, groups, individuals, among others.

United Nations Global Compact - Global initiative that includes 10 universal principles in the areas of Human Rights, Labor, Environment and Anti-Corruption to face society's challenges.

PREPARED BY:

MARIA AUGUSTA NOLASCO ALBANI

APPROVED BY:

LUIZA ANDREA FARIAS NOGUEIRA

Sustainable Development Goals (SDGs) - UN voluntary global initiative made up of 17 goals that form an agenda of objectives to be achieved by 2030.

ISO - Acronym for International Organization for Standardization, or International Organization for standardization (in Portuguese). ISO is a standardization and standardization entity

6. CHANGE HISTORY

Revision	Latest Changes
0	Initial issue.

PREPARED BY: MARIA AUGUSTA NOLASCO ALBANI	APPROVED BY: LUIZA ANDREA FARIAS NOGUEIRA
---	---