



Code of Ethics and Sustainability for Suppliers

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OBJECTIVE

This code aims to guide and align the expected behavior of our suppliers, service providers, and business partners.

TO WHOM IT APPLIES

This Code applies to all suppliers, service providers, and other active domestic and international business partners and potential suppliers of Insi.

CONTEXT

At Insi, we believe that building a more ethical, sustainable, and fair future depends on the responsible actions of all actors in our value chain. When entering into any relationship with Insi, we expect our partners to understand and practice the principles described herein, reflecting in their activities a commitment to integrity, sustainability, and respect for human rights and the environment.

DESCRIPTION

Ethical Conduct and Integrity

Ethical conduct is the foundation for transparent, fair, and lasting business relationships. Insi expects its suppliers to act with integrity in all areas of their activities, respecting legal standards and promoting environments free from illegal or unethical practices.

We have a zero-tolerance policy for issues related to:

- Non-compliance with applicable laws, rules, and regulations;
- Bribery, corruption, fraud, and money laundering;
- Concealment of conflicts of interest;
- Misuse of confidential information;
- Manipulation of information to gain an advantage.

Expected conduct:

- Maintain up-to-date compliance controls;
- Have a clear integrity policy;
- Declare conflicts of interest;
- Ensure information security;.
- Encourage an ethical culture with reporting channels.

Human rights and working conditions

Ensuring decent working conditions and respecting human rights are non-negotiable commitments. Insi values partnerships with suppliers that value social justice and combat all forms of exploitation or inequality.

We have a zero-tolerance policy for issues related to:

- Child labor;
- Forced labor or slave-like conditions;
- Unfair remuneration and non-compliance with labor standards;
- Harassment or any form of discrimination.

Expected conduct:

- Supply chain verification;
- Formal human rights policies;
- Legalized and registered employment contracts;
- Reporting channels with identity protection.

Environmental Sustainability

Environmental protection is a core value for Insi. We expect our suppliers to take an active role in mitigating the environmental impacts of their operations, contributing to the preservation of natural resources and the fight against climate change.

We have a zero-tolerance policy for issues related to:

- Non-compliance with environmental standards and legal requirements.

Expected conduct:

- Structured environmental management;
- Monitoring of waste generation and disposal;
- Energy efficiency and use of renewable sources;
- Circular economy practices;
- Environmental targets with indicators.

Privacy, information security, and intellectual property

Information is one of the most valuable assets in business relationships. Insi values suppliers who act responsibly in protecting data, maintaining the confidentiality of strategic information, and respecting intellectual property.

We have a zero-tolerance policy for issues related to:

- Violation of the LGPD (Brazilian General Data Protection Law) or similar regulations;
- Misuse or disclosure of confidential information;
- Intellectual property infringement.

Expected conduct:

- Adoption of cybersecurity policies;
- Access control and data protection;
- Respect for trademarks and copyrights;
- Contracts with confidentiality clauses.

Social responsibility and positive impact

Socially responsible actions strengthen communities and reduce inequalities. Insi seeks suppliers who contribute to building a more just and inclusive society.

We have a zero-tolerance policy for issues related to:

- Unmitigated damage to local communities;
- Discriminatory, racist, or exclusionary practices.

Expected conduct:

- Transparent community engagement;
- Support for inclusion and diversity projects;
- DEI policies with clear goals;
- Promotion of projects with a positive social impact.

ANTI-CORRUPTION AND FRAUD LAW

Insi does not accept any type of fraudulent practice or corruption in its business environment. Therefore, the following conduct is unacceptable to our suppliers and service providers and is subject to the applicable legal and contractual measures:

- Offering, paying, promising, transferring, or authorizing payments in cash or anything of value, directly or indirectly, to Insi employees or government officials;
- Falsifying documents, trademarks, or products;
- Engaging in or being involved in illegal activities or conduct such as tax evasion, tax fraud, smuggling, bribery, among others;

Gifts, presents, travel, and entertainment

Gifts, presents, and hospitality are common business practices, provided they are offered in a legal, ethical manner and in line with Insi's guidelines. The company expects its suppliers to verify compliance before offering any items, avoiding situations that could represent inappropriate conduct. More information at:

insi.com/br/compliance

MONITORING, COMPLIANCE, AND REPORTING

Transparency is essential to maintaining trusting relationships. Insi values suppliers who are willing to undergo verification and maintain open channels for addressing non-compliance.

We have a zero-tolerance policy for issues related to:

- Obstruction of audits;
- Retaliation against whistleblowers.

Expected conduct:

- Collaboration with audit processes;
- Protection of whistleblowers;
- Ensuring tax compliance, with records and declarations in compliance and up to date;
- Ethical communication with Insi.

Available Reporting channels:

compliance@insi.com

insi.com/br/compliance

SUPPLIER COMMITMENT

Insi's supplier must declare full knowledge of this Code of Ethics and Sustainability and, upon signing the acceptance form, formally agree to comply with all guidelines set forth herein, with special attention to practices classified as critical, such as those related to human rights, ethics and integrity, legal compliance, environmental protection, and information security.

Signing this agreement is a must for starting or keeping any business relationship with Insi. Plus, the supplier promises to let us know within 30 calendar days about any risks, violations, or non-compliance with this Code, including those in their supply chain. Such communication

must be made through Insi's official channels and will serve as the basis for corrective measures or reassessment of the contractual relationship.

The supplier is also expected to adopt internal mechanisms to disseminate this Code among its teams, subcontractors, and involved parties, ensuring that everyone understands and acts in accordance with the principles and responsibilities assumed.

DECLARATION OF AWARENESS AND COMMITMENT

By this instrument, the legal representative of the company identified below declares, for all legal purposes, that:

1. He/she has had full access to, has read, and fully understands the content of Insi's Code of Ethics and Sustainability for suppliers;
2. Acknowledges that compliance with the provisions of the Code is an essential condition for establishing and/or continuing a contractual and/or commercial relationship with Insi;
3. Commits, on behalf of the company it represents, to fully comply with all guidelines, principles, and commitments outlined in the aforementioned Code, with particular attention to provisions regarding integrity, human rights, environmental legislation, legal compliance, and other items considered mandatory criteria;
4. Agrees to formally notify Insi, within thirty (30) calendar days from the date of awareness or identification of any situation of non-compliance, risk of non-compliance, or actual or potential breach of any clauses stated in the Code;
5. Further declares that it will disseminate the principles of this Code internally and assumes responsibility for ensuring that all employees, partners, and subcontractors involved in activities related to Insi are aware of and act in accordance with the guidelines established herein.

In witness whereof, it hereby fully and irrevocably signs this declaration.

Place and date:

Company name:

CNPJ (Corporate Taxpayer ID):

Name of legal representative:

Position:

Signature: _____



Questions?

Contact: [insi.com](https://www.insicompany.com)