

Social Responsibility

Ethics

In 2020, we launched Copag's Ethics Channel, an independent and secure communication service through which we can record reports on actions and conduct that are not in accordance with ethical attitudes of the Group's companies, as well as laws and regulations in force. This is a tool that allows exposure of concerns about or occurrences of misconduct by people related to Copag, including suppliers and customers, with confidentiality.

Reports are received by laux Brasil, an independent and specialized company that, after initial treatment of reports, forwards them for Compliance analysis. This ensures professionalism, absolute confidentiali-

ty and adequate approach to each situation.

Our Ethics Channel is available 24 hours a day, 7 days a week, on Copag website and through phone 0800 878 9033.

In 2020, we revised our code of conduct.

Check it out: www.copag.com.br

Volunteer

Our strategy for each social action or project is to identify the vocation, mission, and work collaboratively with the institutions that we are supporting. This is Copag's DNA. Accordingly, we support the institutions so that they conquer their space in society and fulfill their mission and reason for existing.

Institutions we support in 2020

Meet some of our initiatives:

Casa da criança - Santo Amaro/SP

Fundação Pró-sangue - São Paulo/SP

Instituto entre rodas – São Paulo/SP

Escola de Futsal Unidos do Alvorada - Manaus/AM

Fundação Hospitalar de Hematologia do Amazonas - Hemoam - Manaus/AM

Comunidade Nossa Senhora de Aparecida do Carazinho - Itacoatiara/AM

Grupo Caridade da Amazônia - Manaus/Am

Indústria do Bem in partnership with the Amazonas State Industry Center - Manaus/AM

Diversity and equality

Cultivating Diversity strengthens us!

Our actions and our look are focused on **Women** (gender inclusion); **LGBTI +** (inclusion of people with different sexual orientations); **African American** (racial ethnic inclusion); **Generations** (inclusion and synergy between different age groups) and **PCD** (inclusion of people with disabilities). Some of these themes we worked on in 2020 and others are in our planning for 2021.

We know that each of us has unique characteristics, so Copag values the respect for diversity as foundation to be a better company every day. This **diversity** is expressed in genders, ethnicities, age groups, sexual orientations, nationalities, beliefs, physical and

intellectual disabilities.

To address this within the organization, we have volunteer employees who prepare and promote actions during the year, with the aim to create an inclusive environment where everyone feels comfortable and accepted.

In 2020, our Diversity and Equity program completed 1 year and we continue to believe that the diversity of people and ideas results in innovation and knowledge.

Our practices:

We hire, retain, and promote employees based on qualifications, skills, achievements and merits. We treat each other with dignity and respect, promoting an environment of frank and open communication.

Learning from our employees



NEXT YEAR I COMMIT TO:

"To respect more and more all kinds of diversity."

CAIO OLIVEIRA

diversidade COPAG



DIVERSITY is what makes us UNIQUE.



Employee: Claudiomir Sampaio
Green Line



Donations of Copag Products

Copag made several donations to institutions and social projects, both in Manaus and São Paulo. More than 20,000 games and deck card units were donated as a way of bringing joy to families and providing a fun time in the safety of their homes.

Donation period April–December 2020.

Meet some of the institutions and partners that received donations:

Apae - Uberlândia/MG

Cotolengo - São Paulo/SP

Cufa São Paulo - São Paulo/SP

Cufa Rio de Janeiro - Rio de Janeiro/RJ

DJA Project - Uberlândia/MG

Pacaembu Hospital - São Paulo/SP

Fundação Amazonas Sustentável - Manaus/AM

Lar do Idoso Padre Lino - Ituiutaba/MG

Several companies of the Industrial Pole of Manaus/AM

Seeking to help the population of Manaus, one of the most affected by Covid-19, Copag, in partnership with the Blood Center, carried out a blood donation campaign aimed at encouraging the population to donate.

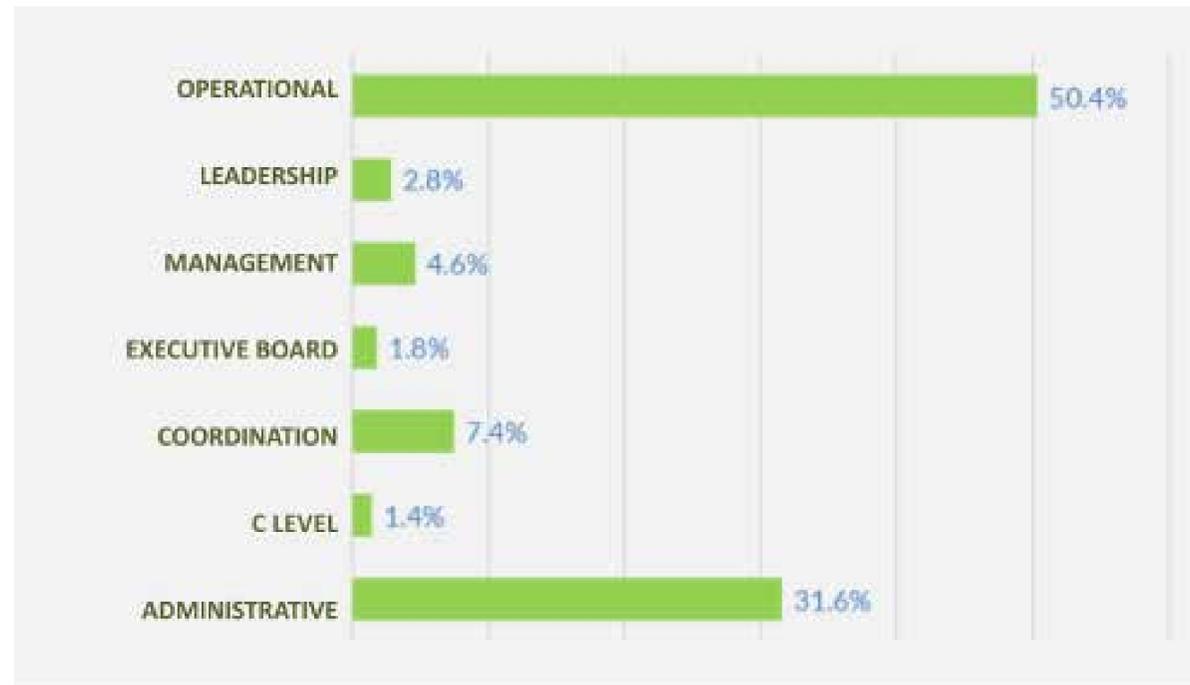
Copag assisted in the campaign by donating a thousand units of deck of cards, to be delivered in the period from 06/22 to 07/06 as a gift for those who contributed. The incentive was also applied in São Paulo in partnership with Fundação Pró-Sangue, which is one of the 5 largest blood banks in Latin America. In total, 6,000 units of deck of cards were donated!



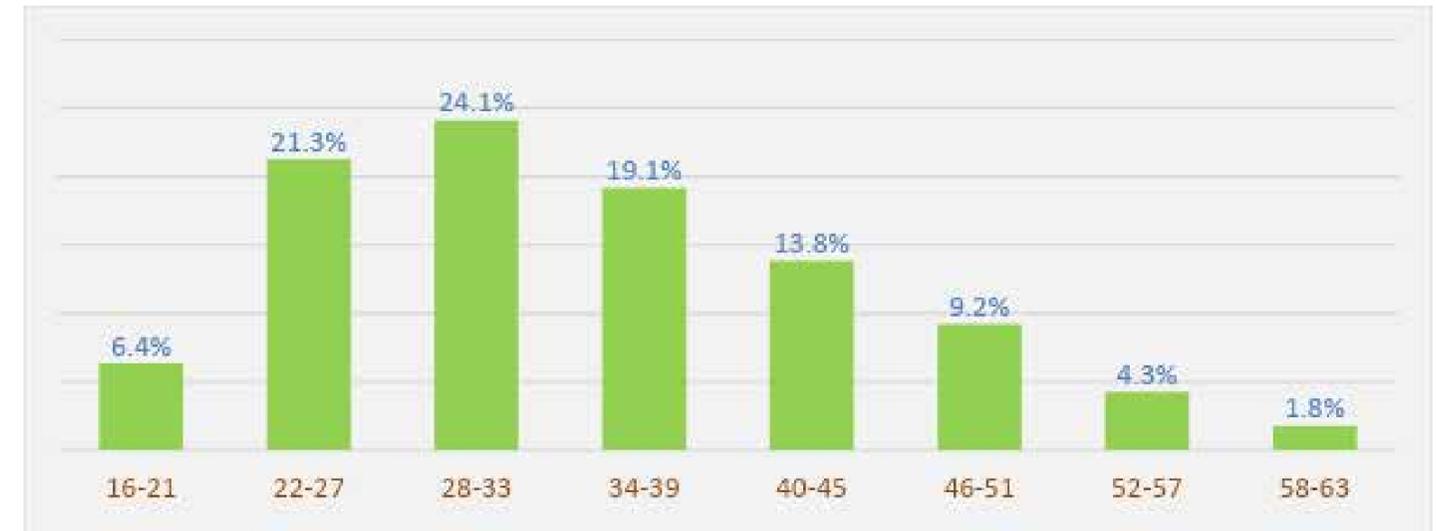
General information



Distribution of Job Positions by Level



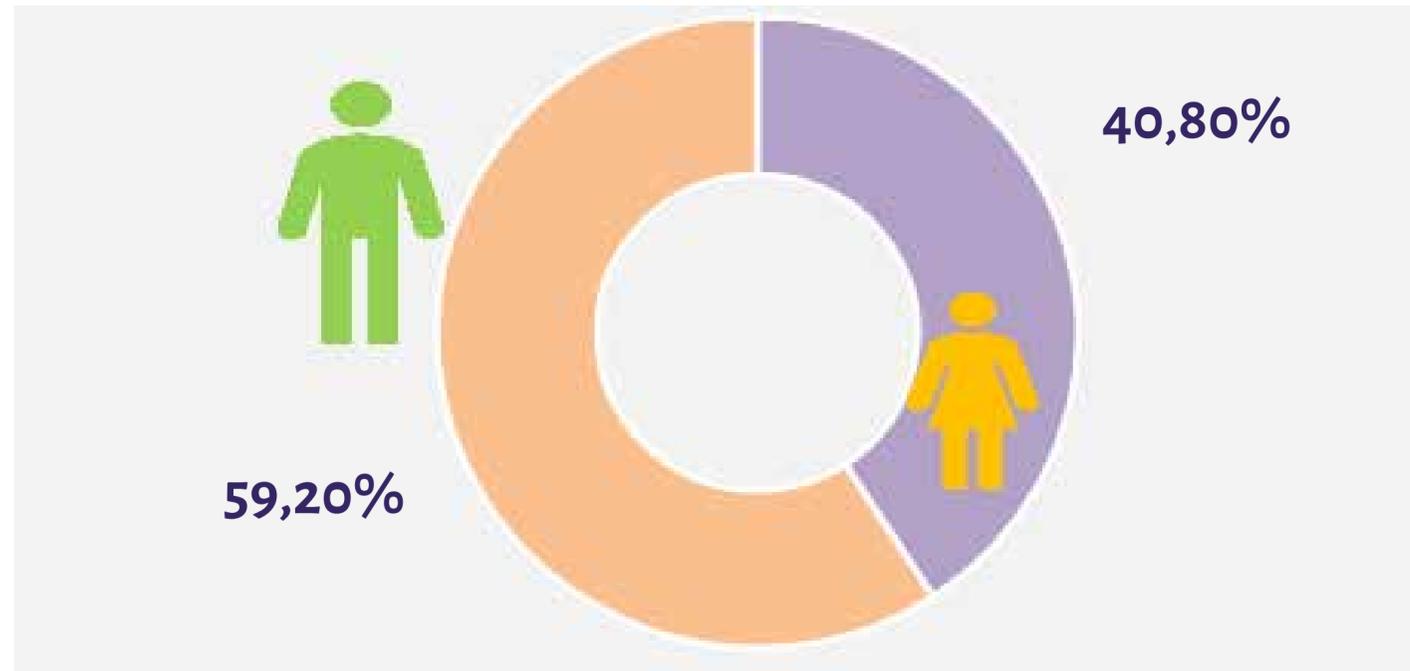
Distribution of number of employees by age



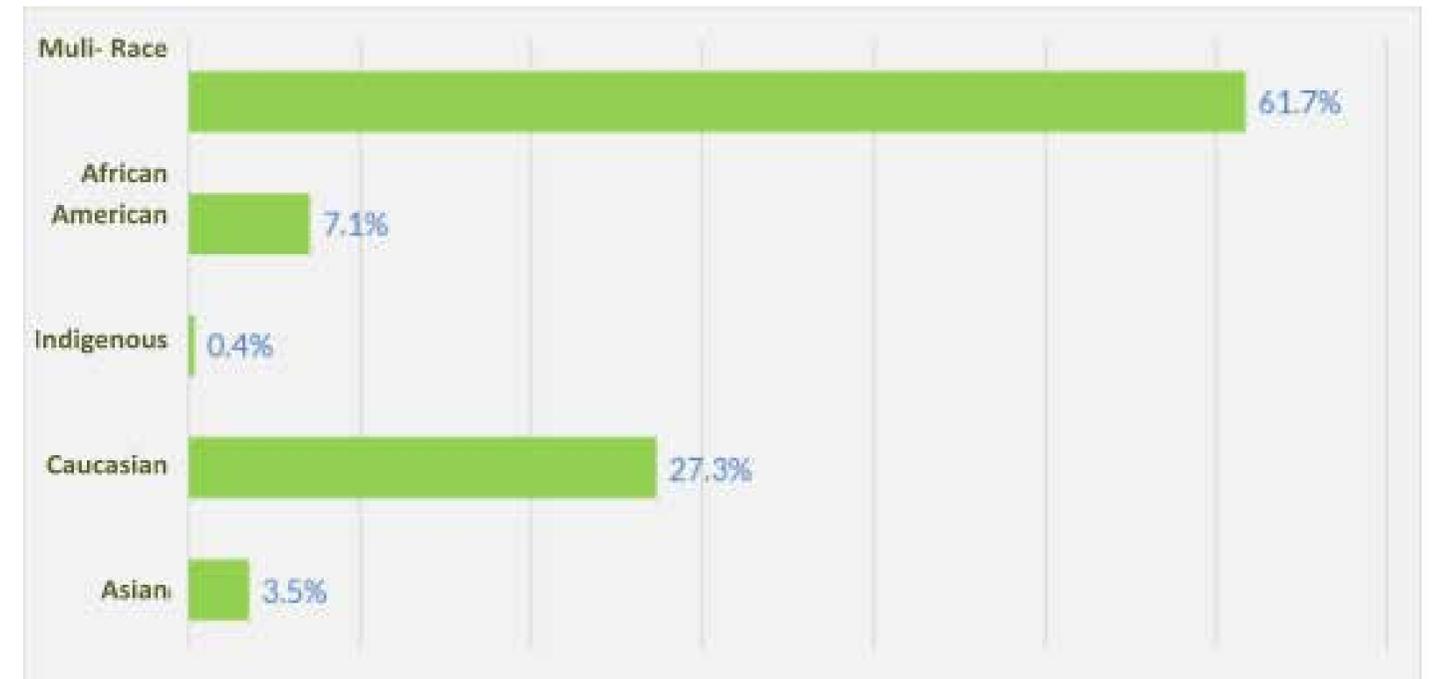
General information



Gender - Male and Female



Distribution by ethnicity by number of employees



General information

Generation - number of employees

