



## **Governance: Biotec Iron Gender Equality Policy**

The Board of Directors of Biotec Iron Ltda, in the exercise of its legal powers and considering:

- The need to combat gender inequality within the institutional framework;
- The Universal Declaration of Human Rights (1948, UN), which states: "All human beings are born free and equal in dignity and rights [...]";
- The Brazilian Federal Constitution of 1988 – Art. 5 "All are equal before the law, without distinction of any nature, guaranteeing Brazilians and foreigners residing in the country the inviolability of the right to life, liberty, equality, security and property";
- The Maria da Penha Law, No. 11,340, of August 7, 2006, which creates mechanisms to prevent domestic and family violence against women, under the terms of §8 of art. 226 of the Federal Constitution;
- Law No. 13,257, of March 8, 2016, which establishes the Legal Framework for Early Childhood, which guarantees comprehensive protection for early childhood;
- Law No. 13,718 of September 24, 2018, which amends Decree-Law No. 2,848 of December 7, 1940 (Penal Code), to define the crimes of sexual harassment and disclosure of rape scenes, make public unconditionally the nature of the criminal action for crimes against sexual freedom and sexual crimes against vulnerable people, establish grounds for increasing the sentence for these crimes and define gang rape and corrective rape as grounds for increasing the sentence; and repeals a provision of Decree-Law No. 3,688 of October 3, 1941 (Law of Criminal Misdemeanors);
- The National Plan for Women's Policies, which advocates for the transversality of gender policies, respect for diversity and the fight against all forms of discrimination, and the secular nature of the State; highlighting in particular its chapters 4 and 9, Confronting all forms of violence against women and Confronting racism, sexism, and lesbophobia, respectively;
- The National Policy to Combat Violence Against Women, which advocates combating all forms of violence against women through actions in the areas of prevention, confrontation and combat, assistance, access and guarantee of rights;
- The National Policy for Comprehensive Women's Health Care (PNAISM), which



advocates combating gender-based violence; emphasizing the importance of empowering users of the Unified Health System to exercise autonomy and participate in social control bodies (BRAZIL, 2004);

- The National Policy for Comprehensive Health for Lesbians, Gays, Bisexuals, Transvestites and Transsexuals (LGBT), established by Ordinance No. 2,836, of December 1, 2011, which follows the government guidelines expressed in the Brazil Without Homophobia Program;
- Convention 103 of the International Labour Organization - ILO (1952), which provides for maternal support;
- The First World Conference on Women (1975, UN), which recognized women's right to physical integrity;
- The Convention on the Elimination of All Forms of Discrimination Against Women – CEDAW UN (1979), which advocates combating all forms of discrimination against women;
- Convention 169 of the International Labour Organization (1989), which deals with indigenous and tribal peoples;
- The Second World Conference on Human Rights (Vienna, 1993, UN), which recognized and affirmed that “women’s rights are human rights”;
- The Third International Conference on Population and Development (Cairo, 1994), which makes recommendations on sexual and reproductive rights, as well as on gender equality;
- The Inter-American Convention on the Prevention, Punishment and Eradication of Violence Against Women – Belém do Pará Convention (1994), which defines violence against women, points out rights to be respected and the duties of participating States to be guaranteed, and defines inter-American protection mechanisms;
- The IV World Conference on Women (Beijing, 1995), which introduced the concept of gender, the notion of empowerment and the focus on transversality in PP, with the promotion of measures to overcome the oppression/discrimination/marginalization of women;
- The 2030 Agenda for Sustainable Development Goals (SDG, UN, 2015), with Gender Equality by 2030 as its fifth objective.



## **RESOLVE**

Art. 1 Discipline the Gender Equality Policy within Biotec Iron.

Art. 2 The company's internal legal acts that relate to the guidelines set out in the Gender Policy must be reviewed.

## **CHAPTER I**

### **PRELIMINARY PROVISIONS**

Art. 3 The Gender Equality Policy aims to promote gender equality in all corporate instances, fostering actions of education and respect for human beings.

Sole paragraph. The gender equality policy must permeate all interpersonal relationships within the company, with its customers, suppliers, and stakeholders, regardless of their form and duration, at all levels of education.

## **CHAPTER II**

### **FROM THE GLOSSARY**

Art. 4 Biotec Iron's Gender Equality Policy uses the following as a glossary:

I – Moral harassment: is when someone humiliates, embarrasses, offends or attacks a person in a repetitive and prolonged manner, demonstrating abusive behavior and/or the practice of psychological violence;

II – Sexual harassment: refers to acts, insinuations, impertinent and unsolicited invitations, forced physical contact or threats that may harm professional performance, humiliate or insult the person;

III – Gender inequality: term that refers to relations of power, privilege or social hierarchies created between men and women and/or between masculinities and femininities;

IV – Empowerment: means the strengthening, awareness-raising and taking of power and



influence by a person or groups considered disadvantaged, generally to promote autonomy and bring about social, political, economic and cultural changes;

V – Equity: is a shield against oppressions based on gender, income, race/ethnicity, ability, generation, etc.

- a) aiming at equity, the minimization of social, cultural and economic inequalities is promoted, through measures that, although not applied equally to all subjects, promote equality of conditions;

VI – Feminism: is a social movement that advocates for equality between men and women in the most diverse social spheres, placing a critical and analytical focus on the presence and institution of oppression, injustices and inequalities between the sexes;

VII – Gender: polysemic term that constitutes a cultural device, historically constructed, that classifies and positions people.

- a) gender defines ways of being, based on what is understood as feminine and masculine;
- b) this term gives meaning to the differences perceived in our bodies and articulates people, emotions and practices within a power structure, which can help to privilege groups and individuals;

VIII – Equality: is the similarity of conditions between the members of a society;

IX – Restorative Justice: an ordered and systemic set of principles, methods, techniques and activities that aim to resolve conflicts and violence, based on listening to the offenders and the people involved in the situation, to overcome the causes and consequences of the incident;

X – LGBTQIAPN+: human rights discussions thus group minorities represented by Lesbians, Gays, Bisexuals, Transgender and Queer, Transsexuals, Transvestites, Intersex, Pansexuals, Asexuals and others, as a group of minorities in need of defending rights to sexual and gender diversity;

XI – Lgbtphobia: aversion, hatred, disgust or prejudice directed at people who disagree with cisheteronormativity.

- a) the term can sometimes be used to encompass symbolic and/or physical violence suffered by other expressions of sexual or gender identities, such as in cases of lesbophobia and transphobia;



XII – Machismo: a system of beliefs in which the superiority of hegemonic masculinity is accepted and attempts to subjugate and/or violate the femininities presented in the bodies of men or women;

XIII – Trans people: is a broad term that refers to people whose stories, bodies and ways of recognizing themselves are different, as they do not identify with the gender they were assigned at birth.

a) this term can be used to refer to transsexuals, transvestites, non-binary and transgender people;

XIV – Sexism: attitude of discrimination based on sex;

XV – Transsexuals/transvestites/transgenders: the expressions 'transgender' and 'trans' will be adopted as general terms that encompass not only transsexual women and men, but also a growing dimension of non-normative and non-binary identities; and,

XVI – Violence: any act that uses force and causes harm to others, such as gender violence (power relations that privilege the dominance and hierarchy of one gender over the other); psychological and moral violence (threats, embarrassment, insults, name-calling); physical violence (pushing, slapping, punching, kicking); patrimonial violence (retention, subtraction or destruction of objects, documents or personal property); and sexual violence (forced sex, innuendo, unwanted touching and caresses).

## **CHAPTER III**

### **PRINCIPLES AND OBJECTIVES**

Art. 5 The principles of gender equality policy are:

- I - unconditional respect for sexual and gender diversity;
- II - unconditional respect for the freedom of choices and options of individuals, within the limits of the law;
- III - gender equity (equality, with respect to differences); and,
- IV - Restorative justice.



Art. 6 The objectives of the gender equality policy are:

- I - promote gender equality at Biotec Iron, through corporate mechanisms;
- II - contribute to overcoming all forms of gender discrimination;
- III - promote training for gender equality;
- IV - encourage the creation of spaces for reflection on discriminatory attitudes; and,
- V - develop affirmative actions for gender equality.

## **CHAPTER IV**

### **MANAGEMENT**

Art. 7 To implement this Policy, the Biotec Iron Gender Equality Committee will be established.

Art. 8 The Gender Equality Committee, linked to the Board of Directors, will have an advisory nature and will be established by call of the Administrator in the first month after the company reaches the number of 70 (seventy) employees and, in its 1st (first) session, will elect from among its members its presidency and secretariat, who, from then on, will be responsible for forwarding subsequent calls.

§1° In the absence of the chairperson at a meeting, the Committee shall choose a chairperson for the session from among the members present.

§ 2° The substitutes for the members of the Gender Equality Committee mentioned in items "I" to "V" will be the substitutes officially designated by the Administrator as their substitutes in their respective areas of activity.

§ 3° Members will have a term of 2 (two) years and may be reappointed for the same period.

§ 4° Each member may be replaced at any time, whenever there is a consensus of the qualified majority, through a written request from the respective representation segment, or if the representative so wishes.

§ 5° Members will be appointed via a memorandum from the Administrator.

§ 6° The Committee will have 07 (seven) members representing social minorities, especially gender minorities.



Art. 9 The Committee will be composed of people with affinity and theoretical-practical experience in the subject and will advocate respect for diversity of gender, ethnicity, sexual orientation, gender identity, disability and generation.

§ 1° The Committee will meet ordinarily 2 (two) times per semester and, extraordinarily, when necessary, to deliberate on matters that require immediate action, through individual convocation by the coordination, with at least 48 (forty-eight) hours' notice or at the request of the majority of its members, with prior presentation of the agenda.

§ 2° The Committee's responsibilities are:

- I – monitor the implementation of the Gender Equality Policy, in accordance with article 5;
- II – coordinate the different segments of the company to develop actions related to and mentioned in this Policy;
- III – ensure that the objectives and principles of the Policy are met;
- IV – ensure the implementation of the strategies mentioned in the axes of this policy.

Art. 10. Meetings will take place with the minimum presence of an absolute majority of its members, considering this to be the legal number for deliberation and voting.

Sole paragraph. In the event of a tie in the vote, the President of the session shall cast the qualified vote.

Art. 11. Specialists in the topics covered may attend the meetings of the Gender Equality Committee, when invited by the presidency, in order to provide clarification on matters that are relevant to them.

Art. 12. If there is an absolute majority and the session is declared open, discussion will take place and subsequent opinions will be issued that will support the processes to be analyzed by the Committee.

Sole paragraph. If there is no quorum, the members will be called for a new meeting 48 (forty-eight) hours later, with the same agenda.

Art. 13. The Gender Equality Committee will make its actions, meetings and specific materials for its area public on the company's website, except for content subject to confidentiality, and there will be no need to issue periodic and annual reports.

Art. 14. The participation of the members of this Committee will be considered voluntary



service and will not be remunerated.

Sole paragraph. The activities of the Committee and its members may not harm the smooth running of the company's production and services.

Art. 15. The meetings of this Committee, whose members have a legal domicile and/or residence or are in a location other than where the activity is carried out, will be held by videoconference, without payment of daily allowances or travel expenses.

Art. 16. The Gender Equality Policy gives rise to strategies, techniques, guidelines and regulations, interconnecting groups, collectives, social movements and professionals. company with experience in the subject, such as:

- I – models, guides and flows for reporting gender-based violence in the company;
- II – campaigns to be developed in the units;
- III – strategic plans to combat gender-based violence; and,
- IV – training, communication and education programs for gender equality.

## **CHAPTER V**

### **OF THE AXES**

Art. 17. Biotec Iron's Gender Equality Policy is guided by 3 (three) integrating axes: Promotion of Gender Equality, Confrontation and Accountability in Cases of Violence and Assistance.

Sole paragraph. To achieve the three axes of the Policy, monitoring gender equality actions is essential, that is, the systematic evaluation and monitoring of all initiatives developed in the areas of promotion, confrontation, and accountability in cases of violence and assistance.

### **Section I**

#### **Axis 1 – Promotion of Gender Equality**

Art. 18. In the Promotion of Gender Equality axis, the development of actions that reduce gender inequalities is recommended, based on the deconstruction of gender stereotypes, changing sexist patterns.



Art. 19. The promotion of gender equality includes educational and cultural actions that disseminate egalitarian attitudes and ethical values of unrestricted respect for sexual and gender diversity, race/ethnicity, physicality, neurodiversity and generational diversity.

Art. 20. The main strategies proposed for this axis are:

I – carry out awareness campaigns on gender equality;

II – periodically promote discussion groups;

III – encourage thematic debates in each teaching unit;

IV – carry out training/qualification courses for employees in the sectors mentioned in this policy and who will have direct contact with the actions provided for in the Policy, to qualify the reception of people in situations of violence;

V – conduct training/qualification courses for leaders, company managers, and people who work directly with customer service;

VI – include the theme of gender equality in the company's guiding documents and, in the reception, and integration events for new employees;

VII – incorporate inclusive and non-sexist language into the company's communications and media;

VIII – regulate and recommend the non-use of discriminatory and/or sexist attitudes and language in the company's promotional materials and media;

IX – encourage the creation of internal standards to seek gender parity in the recruitment and selection of employees, in management and leadership positions within the institution;

X – implement initiatives that promote the empowerment of the LGBTQIAPN+ population and women, as well as broad access to justice and their rights;

XI – encourage and support the creation of policies, programs, projects and services that contribute to the promotion of gender equality and sexual diversity.

## **Section II**

### **Axis 2 – Confrontation and Accountability in Cases of Violence**

Art. 21. The axis Confrontation and Accountability in Cases of Violence refers to intervention and accountability in cases of gender-based violence, based on the Culture of Peace and Restorative Justice.



Art. 22. Institutional mechanisms must be activated in the event of disrespect or violence, so that there can be an investigation and, if disrespect or violence is proven, those involved must be held accountable, prioritizing the reparation of the damage.

Art. 23. The main proposed strategies are:

§ 1° Ensure that all records received by the Committee in the area of gender are typified and automatically notified to the company's Management, following a flow for monitoring, preserving the content and anonymity of the complainant and/or victim.

§ 2° Offer shelter and organizational psychosocial support for people in situations of violence and those who practice such violence in the workplace.

## **Section III**

### **Axis 3 – Assistance**

Art. 24. The Assistance axis prioritizes the coordination of professionals and trained staff to intervene in cases of harassment (moral and sexual) and improve programs that respect gender equality, as well as promote innovative initiatives.

Art. 25. The main strategies for this axis are:

§ 1° Articulate actions related to gender equality within the company.

§ 2° Welcome victims of violence, mediating records concerning the gender area, with the competent bodies, participating in the action monitoring flow and taking appropriate measures for possible mediation, when interest is expressed by both parties; using the precepts of restorative justice, focusing on people who have suffered violence and their determination of restoration and reparation of damage.

§ 3° Welcome people in situations of gender-based violence, establishing a listening and support channel that ensures their safety and informs them about the assistance networks present in the city and the State.

§ 4° Incentive for the gradual adaptation of the company's infrastructure with regard to:

- I – implement individual unisex bathrooms – at least 1 (one) per existing building, and/or in new buildings, in addition to inclusive signs for trans people;



- II – increase night lighting on roads and in company buildings;
- III – reinforce security and hire women as security guards;
- IV – install changing tables and changing tables in places that can be easily accessed by men and women; and,
- V – guarantee the right to free breastfeeding in a safe space within the company.

## **CHAPTER VI**

### **GENERAL PROVISIONS**

Art. 26. The Gender Equality Policy, as well as the rules and procedures associated with it, must be widely disseminated, in order to ensure that all those involved understand their responsibilities and act in accordance with these precepts.

Art. 27. If there is any legislative modification, or if there is any legal situation that impacts the legality of this Policy, it shall apply immediately.

A handwritten signature in black ink, consisting of a stylized 'H' followed by a series of loops and a final flourish.

HERMES JOAQUIM FERREIRA FILHO  
Company Administrator and CTO