

CODE OF ETHICS

1. PRESIDENT'S WORD

I present below our Code of Ethics, based on the values we consider to be essential to guarantee our values of respect, safety, agility, compliance, simplicity and a conduct based on ethical standards, whether the relationship with customers, suppliers and other stakeholders.

I understand that understanding and following the guidelines contained in the Petronect's Code of Ethics is to act with integrity and in compliance with the applicable laws and regulations, in addition to work aiming at building an effective and high-performance culture, based on our internal Policies and Procedures.

We hope that this document will inspire you in your decisions and make you, besides a professional of excellence, a ever better human being.

MISSION

Connect Suppliers and Costumers in a Sustainable B2B marketplace

PURPOSE

Provide the best experience and be recognized for it

OUR VALUES

These are the ideals of attitude, behavior and results that should be known to everyone and reflected in our actions and decisions, being:

RESPECT

Do the right thing
Meritocracy
Joy
Empathy
Diversity

SAFETY

Availability
Confidentiality
Stability
Predictability

SIMPLICITY

Assertiveness
Clarity
Objectivity
Focus

COMPLIANCE

Zero complacency
Transparency
Integrity

AGILITY

Flexibility
Dynamism
Debureaucratization
Collaboration

SUSTAINABILITY

Environment
Social
Governance

2. PURPOSE

This purpose of this document is to inform Petronect's employees, customers, suppliers and other stakeholders about the ethical principles guiding the actions and commitments of conduct that must be adopted by Petronect.

3. DESCRIPTION

Petronect understands that all of its hierarchical superiors should be examples of ethical conduct during their professional activities.

Petronect understands that it is the obligation of all its Employees to know and comply with the rules of this Code of Ethics.

Petronect's executive Board is responsible for ensuring this Code of Ethics.



RULES OF CONDUCT

Petronect's Employees should adopt the following standards of professional conduct:

a) ACT with INTEGRITY and ETHICS

As described in this Code, when dealing with Employees, Customers, Suppliers and other stakeholders;

b) ENCOURAGE other employees

to act ethically and professionally, as set forth in this Code, always seeking to ensure credibility for Petronect;

c) RESPECT

and not violate any applicable laws and regulations during your professional activities;

d) TREAT in a COURTEOUS MANNER

Employees, Customers, Suppliers and other stakeholders, respecting their privacy and diversity of ethnic, religious, social, cultural, political, aesthetic, age, physical, mental, gender and sexual orientation, among others.

e) RELATE YOURSELF with CUSTOMERS, SUPPLIERS

and other stakeholders in a strictly professional and ethical manner, prioritizing a fair relationship, of mutual benefits in the short, medium and long terms, in addition to preserving the necessary exemption for the performance of their duties in the company;

f) HAVE MERIT

Acting with the awareness that your work is governed by ethical principles, based on meritocracy, professional motivation, commitment and productivity in pursuit of the goals defined by the Organization;

g) The RESOURCES OF THE COMPANY must be used

adequately to carry out the professional activities for which the employee was designated;

h) Get no FAVORS or ADVANTAGES

Not having attitudes that aim to obtain any favors or undue advantages through immoral, illegal or unethical actions that may harm the image of Petronect, its Employees, Customers, Suppliers and other interested parties;

i) Do not HARASS

in any way based on hierarchical position, sex, race, age, national origin, disability, religion or any other category protected by law. The harassment is not only offensive, but it exposes Petronect to legal responsibility. This seriously undermines the integrity of the professional environment.

Such harassment, which may occur in the form of disrespectful and offensive comments, physical contact and other inappropriate behavior, including, but not limited to, bullying and sexual harassment, is not tolerated by Petronect;

j) Do not harm REPUTATION

Of Petronect's employees through prejudicial judgments, perjury, unsubstantiated information or any other subterfuge;

k) Do not show VIOLENT BEHAVIOR

or threats among Petronect's Employees, their Customers and other individuals, which are never appropriate and will not be tolerated.

Anyone who engages in such behavior in the workplace, brings dangerous or threatening materials into the workplace, or otherwise, engages in such behavior outside the workplace, will be subject to disciplinary action;

l) To ensure the ESG - Environment, Social and Governance

All Petronect's employees must take care of their health and physical integrity, respecting and following the safety, environment and health rules and procedures that apply to them.

Collaborate with Petronect in its efforts to comply with the laws and regulations applicable to Safety, Environment, Health and Social Responsibility, believing in the importance of implementing actions and guidelines for all its Employees and for society.

Respect and commit to environmental, social and governance practices that value human beings and preserve the environment.

m) Cooperate with INVESTIGATIONS and AUDITS

All Employees must cooperate fully with internal and external investigations and/or audits;

n) Guarantee the SECURITY OF INFORMATION

All employees must be aware of and follow the information security rules, policies and procedures at Petronect;

o) Preserve PERSONAL DATA

All employees must always, in their processes, observe the applicable laws and regulations for the use of personal data in their business.

Petronect is concerned with privacy and the clear and transparent treatment of the personal data of its Employees, Customers and other stakeholders;

p) Respect INTELLECTUAL PROPERTY

All employees may not make copies, in whole or in part, of books, articles, reports or other documents.

Documents which content is not of interest and not authorized by Petronect, should not be downloaded or used (Ex.: photos, films, music files, software programs, source codes without proper license, etc.).

Petronect observes the legal precepts related to intellectual property, either from third parties or from Petronect itself;

q) Avoid CONFLICT OF INTERESTS

Employees must not act contrary to the best interests of the company. Conflict of interest also exists when there is a choice between acting for your personal benefit (financial or otherwise) or for the interest of the company. The services provided must be exempt and free from any conflicts of interest. Petronect points out that the hierarchical position in the company, contacts or knowledge about Petronect should not be used for personal gain.

In order to prevent situations of conflict of interest, Petronect will ensure that those in positions of trust or with decision-making competence or with a level of competence for contracting or for contracting authorization, are not directly related to Suppliers, Customers or Professionals in the condition of spouse, partner or relative in a straight or collateral line, by consanguinity or affinity, up to the third degree of kinship, even if it is a provision of services free of charge;

r) Treat COMPETITORS

in a fair, legal, ethical manner and to provide its services and solutions based on its merits, not detracting its competitors, nor providing them with misleading information;

s) Treat PRIVATE and PUBLIC CUSTOMERS

Act with honesty and transparency in dealing with customers, offering our products and services absolutely true way. Employees should never offer or announce something that is known that it may not be fulfilled.

The products and services made available and delivered to Petronect Customers must always meet the expectations and needs for which they were hired;

t) Treat SUPPLIERS and SERVICES PROVIDERS

The selection and choice process for contracting service providers and Suppliers must always be based on objective criteria and evaluation processes that guarantee the best cost-benefit ratio, in accordance with the contracting procedures in force at the Company.

It is recommended that meetings with Suppliers be held with at least two Petronect representatives;

u) SECURING FUNCTIONS AND COMPETENCES

Petronect observes the segregation of functions in order not to over-empower, in addition to establishing pre-defined periods of mandates for strategic functions and defining limits of competences for approving contracts;

v) COMPLY WITH THE GIFTS POLICY

Petronect has its own internal procedure in relation to gifts or bonus, in which all Employees must be aware of and follow the rules established in it.

Petronect does not tolerate the offering of gifts with corrupt intentions, that is, those that aim to obtain an illicit benefit, and it may even apply the applicable sanctions;

w) RELATE AND DONATE TO POLITICAL PARTIES

Petronect has its own internal procedure in relation to the interaction with political agents where it establishes guidelines on the record of interactions between the Petronect's workforce and political agents.

Petronect emphasizes that none of Petronect's resources, assets, services or facilities shall be made available to any candidate for public office in any jurisdiction, political party, political action committee in order to influence the practice of any act or to decision making by an official or public agency;

x) USE THE DENUNCIATION CHANNEL

Petronect has a “Denunciation Channel”, available on the Portal, for the internal and external public, to meet its commitment to the values of ethics and compliance.

Through the Denunciation Channel it is possible to report irregularities about fraud, corruption, harassment, discrimination and security, guaranteeing Petronect's confidential and impartial treatment.

y) COMPLY WITH THE CODE

All Petronect's Employees must comply with and formalize their knowledge and acceptance of the rules described in this Code of Ethics.

All Petronect's Employees are responsible to report to their superior or to the Management any illegal, doubtful or unethical conduct, as defined in this Code, of which they are aware.

The violation of this Code of Ethics may imply the adoption of disciplinary measures and penalties, and such sanctions may result in contractual termination, legal responsibilities and removal of the Petronect's Employee.

