



# CODE OF ETHICS

**PROFESSIONAL CONDUCT**

**AND**

**COMPANY VEHICLE USAGE**

**DELTHA WIND**  
WIND TURBINE SERVICES

**DELTHA WIND**



Dear Employee,

The success of a company does not solely rely on the quality of its services to be considered successful. At **DELTHAWIND**, we believe that success is linked to credibility, and for that reason, we are committed to ethics.

In order to work with increasingly higher moral and ethical standards, we have prepared this material.

### **RELATIONSHIP WITH EMPLOYEES**

All **DELTHAWIND** employees must act according to conduct standards that reflect their personal and professional integrity, observe and comply with the guidelines and principles outlined in this Code of Ethics and Conduct, reinforcing and disseminating compliance in the workplace.

In the processes of hiring and promoting employees, technical capability, professional experience, and the competence to integrate into work groups will be considered, ensuring equality for all. **DELTHAWIND** does not tolerate any prejudiced or discriminatory attitudes based on race, color, belief or life philosophy, marital status, gender, religion, origin, age, sexual orientation, political ideology, physical or mental disability, among others, in the hiring and promotions of its employees, who must meet the technical requirements and the profile for the position, maintaining a work environment that respects the dignity of all employees and enables professional growth free from any form of discrimination.

Abusive behavior that induces an environment of intimidation and harassment, such as actions, insinuations, or attitudes that undermine the dignity or physical and mental integrity of individuals, including any acts of sexual harassment or moral harassment among colleagues, regardless of hierarchical subordination, will not be accepted for good professional conduct.

**DELTHAWIND** employees, in the course of their activities, should observe safety rules, seeking to identify and correct unsafe conditions and behaviors, preserving their own physical integrity and that of their colleagues.

In the performance of their position or function, each employee should:

- Strive for the best outcome for **DELTHAWIND**, maintaining an attitude of transparency, respect, loyalty, efficiency, and collaboration with colleagues and stakeholders.
- Not alter or distort the content of any document, information, or data.

- Promote actions that improve internal communication, eliminating the spread of unverified information (rumors).

- Report any irregular acts that they become aware of within the work environment to their supervisor.
- Ensure safety, health, and environmental compliance by following safety guidelines, preserving the environment, and taking care of health.
- Use the uniform correctly or present oneself in discreet attire, always maintaining good presentation, adhering to hygiene and cleanliness standards, and following the rules established by **DELTHAWIND**.

### **CONFIDENTIALITY OF INFORMATION**

As a member of **DELTHAWIND**, employees should exercise discretion in their conduct in public settings, whether in the course of their professional activities or in their private lives, acting with prudence and care to avoid exposing the company or their own career to risk.

Whether in internal or external environments, such as participating in trainings or events, using the company's vehicle, or in other situations that identify the employer, employees' conduct in work-related situations should be consistent with the values of **DELTHAWIND**, thus contributing to the recognition of its good corporate image.

Employees are expected to exhibit behavior consistent with the conduct described in this Code.

### **COMPANY RESOURCES AND ASSETS**

Company resources (computers, equipment, instruments, vehicles) should not be used for personal gain.

All employees must adhere to the following rules:

- It is prohibited to install or remove non-institutional programs on **DELTHAWIND** computers for which the corresponding license is not obtained.
- The internal development of machinery and equipment by employees for planning and executing work activities is the property of **DELTHAWIND**.
- Electronic communications must meet the standards of integrity, confidentiality, and authenticity appropriate to their classification.

### **DRIVING COMPANY VEHICLES**

- The authorized vehicle driver must keep their driver's license up to date and comply with all traffic laws in force in Brazil and abroad.
- If the driver violates traffic laws, they will be subject to disciplinary actions by the company, including mandatory payment of fines (if applicable).
- In the event of a vehicle collision, the driver must immediately contact DELTHAWIND and report the incident.
- Unauthorized employees are prohibited from using company vehicles without authorization from DELTHAWIND.

### **DISCIPLINARY MEASURES**

Non-compliance with these procedures cannot be tolerated and is subject to punishment.

Possible disciplinary measures include:

1. Verbal warning
2. Written warning
3. Suspension
4. Termination without just cause
5. Termination with just cause

When an employee believes that there is a dysfunction in a specific policy, they should approach their immediate supervisor and request a review of that policy. It will be reassessed by the relevant department and may be revised.

### **ALCOHOL, DRUGS, AND SMOKING**

**DELTHAWIND** does not tolerate employees being under the influence of alcohol, drugs, or substances that may alter or cause behavioral deviations during work hours or within the workplace.

Smoking is prohibited in communal work areas and also in the field, as well as in locations where smoking is not allowed due to safety concerns.

### **FINAL MESSAGE**



Employees who have questions about this CODE should first contact their immediate supervisor. **DELTHAWIND**'s open-door policy allows employees to freely contact any member of the Board of Directors with ethical concerns or questions.

In addition, it is the responsibility of each employee to immediately notify their immediate supervisor and/or the HR department of any situations that are potentially contrary to ethical principles or are illegal, irregular, or questionable. The information provided by employees will be treated confidentially, and there will be no risk of retaliation or reprisal for reporting in good faith.

If you believe that a violation of this Code, or any law, rule, or regulation, has been committed or is about to be committed by yourself or another representative of **DELTHAWIND**, you have an obligation to immediately report the relevant information to your immediate supervisor. In general, your immediate supervisor will be in the best position to address the issue. However, if you do not feel comfortable reporting the issue to your immediate supervisor, you may contact the HR department of **DELTHAWIND**.

Sorocaba, [Date]

Agreed and accepted:

Name: \_\_\_\_\_

Signature: \_\_\_\_\_

