

**Mundi Consulting CODE OF ETHICS
SUSTAINABLE BUSINESS POLICIES**

DIVERSITY & INCLUSION POLICY

Mundi Consulting defines the following guidelines to establish principles for develop activities according to the requirements and standards of the United Nations, presenting a declaration of principles of non-discrimination of the company, resulting in strictness of the rules of labor law and the constitution. Mundi Consulting recognizes the benefits of diversity and inclusion, assuming a public commitment to promote the diversity of its human resources.

All employees and members of management bodies and the Management Board must know and be committed to the rules established in this policy and are responsible for the process of promoting, disclosing and disseminating the rules defined in this policy.

Diversity and Inclusion Guidelines

Based on the principles of non-discrimination and inclusion, Mundi Consulting assumes the commitment foreseen in its Code of Ethics, of:

- Implement positive discrimination measures and prohibit any form of discrimination or harassment, namely based on gender, age, nationality and residence, complying with universal rights in the International Labor Organization and the UN Global Compact, among others.
- Promote mutual respect and equal opportunities for men and women in selection and recruitment, career progression, training and remuneration, among others.
- Take measures that allow the integration of people with special needs and that promote the adaptation of jobs, whenever necessary.
- Promoting the academic diversity and professional experience of employees and members of governing bodies, with a view to ensuring a better response to the needs of a demanding and constantly evolving market.
- Develop processes to promote diversity, treating everyone fairly and equally, without discrimination on grounds of race, ethnicity, gender, gender identity, sexual orientation, age, social class, disability, religiosity, nationality and political beliefs, including in the norms and internal processes for recruiting, firing, promoting, rewarding and benefitting, training or retiring.
- Establish measures that promote equity and inclusion, stimulating dialogue and debate to sensitize employees, partners, suppliers, customers and communities about respect for diversity and fight discrimination through internal and external campaigns, training and educational actions .

Diversity and Inclusion Management

Mundi Consulting is committed to monitoring the alignment of this Diversity and Inclusion Policy with the principles defined in its Codes of Ethics and Conduct and with the best corporate governance practices.

The management and monitoring of the evolution of the application of these diversity and inclusion policies at Mundi Consulting is the responsibility of the Director of the Human Resources Area of Mundi Consulting in articulation with the Quality/Compliance Area, reporting to the General Director of Mundi Consulting.

In reviewing the policies, the Management Board of Mundi Consulting may be consulted.