

ESG

People Management

MULTILOG



CARE
FOR
PEOPLE



MULTILOG PEOPLE MANAGEMENT POLICY

As established by our Sustainable Management Policy, Multilog has a fundamental commitment to caring for people, in order to create conditions for our employees to prosper along with the business. To ensure the alignment of our practices with this commitment, promoting Human Rights, the Company defines the following People's Management guidelines, applicable to all our operations:

ETHICAL AND COMPLIANT RELATIONSHIPS

Ethics and integrity guide Multilog's relationship with all employees, reflected in the compliance with our labor practices with both current legislation and the provisions of our Code of Conduct. Thus, the Company undertakes to ensure the full exercise of the rights of each professional – including freedom of association and collective bargaining – in order to ensure, in all its activities, total respect for people.

HEALTH & SAFETY

For Multilog, people's health and safety is a transversal commitment, to be cultivated by our leaders and strengthened in our practices, always guided by the technical teams responsible for the subject. This commitment manifests itself in different spheres, ranging from monitoring risks to health and occupational safety to initiatives aimed at promoting well-being, including adequate infrastructure for the safe development of work activities in direct relationships and in meeting customer demands. In addition, the Company is committed to developing training and communication campaigns that contribute to strengthening the health and safety culture among employees, throughout their entire journey with Multilog.

COMBATING DISCRIMINATION

Multilog believes that fighting discrimination, in all its forms, represents an essential step to promote diversity, equity and



inclusion among its employees. As a guideline of the Code of Ethics, the Company establishes that all its relationships are exercised free of any prejudice regarding race/ethnicity, color, religion, gender, sexual orientation, political position, age, social origin, disability and any other forms of discrimination.

CONTINUOUS DEVELOPMENT

Aiming to ensure that the development of its professionals drives business results, Multilog strives to foster a work environment marked by learning. To this end, it is committed to developing initiatives that result in the multiplication of internal and external knowledge, by offering qualifications and training and encouraging continuing education, enhancing technical and behavioral skills, which support the effective evolution of our people by monitoring the performance of the teams.

OPEN TO DIALOGUE

Multilog is committed to keeping its employees properly oriented and aware of our guidelines, operations, activities and initiatives, through different communication channels, in a prompt and comprehensive manner. Transparent communication leads us to an ethical and welcoming work environment, with space for respectful dialogue, also contributing to the construction of an integrated culture, in the different segments and regions in which we operate, positively interfering in the organizational climate.

LEADERSHIP PROTAGONISM

The Company believes in the inspiring potential of leaders to strengthen Multilog's culture, and also for the execution of the corporate strategy and management guidelines. To this end, it seeks to keep its leaders duly prepared to understand the challenges of the business, disseminate relevant information and to guide its teams regarding our policies and practices. Thus, encouraging the continuous development of leaders is the basis of their protagonism.

