

## SPECIAL CONTRACTUAL CLAUSES

TCP aims to promote the highest ethical values in its own activities, including when choosing its business partners, therefore, it is part of TCP's mission to use its influence and ensure, whenever possible, the promotion and adoption of the best principles, values and goals related to social and environmental responsibility and business ethics.

TCP expects its partners to share and incorporate TCP values and a commitment to integrity to build a lasting business relationship. It is its role to carry out its activities within the principles of ethics and the duties that the law imposes, especially with regard to taking precautionary measures in order to avoid risks, uncertainties and losses for its company, TCP or third parties.

These special clauses are for "COMMERCIAL PARTNERS", which cover all persons and companies that do business and partnerships, whether they are customers, suppliers of goods, service providers or are involved in any other type of contractual relationship with TCP - TERMINAL DE CONÊINERES DE PARANAGUÁ S.A., TCP PARTICIPAÇÕES S.A. and/or TCP LOG S.A.

Acceptance of the conditions described herein is a prerequisite for all contracts signed with TCP. Therefore, when accepting a Purchase Order, entering into a Contract or creating any partnership with TCP, these provisions will automatically be incorporated as part of the Contract and you affirm your commitment to comply with them.

### 1. SOCIAL RESPONSABILITY

TCP expects and demands cordiality, trust, respect, dignity and honesty in the relations between its representatives and representatives of our COMMERCIAL PARTNERS, regardless of any hierarchical position.

1.1 The COMMERCIAL PARTNER must reiterate the commitment to human rights and social responsibility laws, promoting and encouraging the following principles:

- a. **FIGHTING FORCED AND CHILD LABOR AND ANY TYPE OF EXPLORATION:** We do not tolerate and require that our COMMERCIAL PARTNERS do not tolerate, permit or condone slavery, servitude, forced, compulsory or involuntary labor analogous to slavery, child labor, as well as any exploitation and human trafficking in any process or productive chain of its activities.
- b. **LABOR RELATIONS:** The workload, remuneration and benefits of employees must be in accordance with the local labor laws of their activities. COMMERCIAL PARTNERS are expected to offer their employees fair and competitive working conditions, wages and benefits and to support equal pay for work of equal value.
- c. **FREEDOM OF ASSOCIATION:** As a non-partisan institution, TCP respects the individual rights of its employees and expects its COMMERCIAL PARTNERS to respect the rights of its employees to associate freely in political and union involvement.
- d. **RESPECT FOR DIVERSITY AND NON-DISCRIMINATION:** Discriminatory treatment, which takes into account - consciously or unconsciously - specific characteristics of an employee, such as nationality, sex, age, physical characteristics, affiliation with unions, religion, pregnancy status, sexual orientation, gender identity, etc., will be considered unacceptable, and it is certain that COMMERCIAL PARTNERS will ensure that their employees do not suffer any type of discrimination.
- e. **FAIR TREATMENT:** COMMERCIAL PARTNERS must offer a workplace free from hostile and inhumane treatment, free from abuse, intimidation, threat or harassment, whether physical, sexual or verbal.

1.2 The COMMERCIAL PARTNER must comply with the aforementioned principles, as well as require that said measures be adopted in the contracts signed with the suppliers of their inputs and/or service providers.

1.3 The COMMERCIAL PARTNER shall issue, whenever requested by TCP, a written declaration that it has fulfilled or has been complying with the requirement contained in Clause 1.2.

1.4 The COMMERCIAL PARTNER must submit to TCP a nominal list of all employees related to the activities performed with or to TCP, and, whenever requested, present the documentation related to the proof of compliance with its labor obligations, including social security contributions and FGTS deposits for its employees.

1.4.1. The COMMERCIAL PARTNER will answer exclusively for any and all judicial or extrajudicial measures proposed by its employees, against TCP, arising from any breaches of its labor obligations or any principles listed in this instrument, obliging the COMMERCIAL PARTNER to exclude to TCP from conflict, as well as, assuming any and all charges arising from the referred processes, including, but not limited to, the payment of fees of experts, technical assistants, eventual conviction, costs and procedural expenses, attorney's fees, even allowing TCP to withhold credits to settle any debts incurred by TCP.

1.5 Any breach of the obligations, declarations and guarantees stipulated in this document will be considered a serious breach of the contract, so that TCP may, depending on the severity and at its sole discretion: I) issue guidelines or notice of infringement and request action plans; II) suspend/paralyze/interdict activities with cause until satisfactory regularization, including, in this case, with payment retention and regardless of compliance with the schedule of activities in progress; III) or terminate any Contracts on a motivated basis, in all cases without prejudice to contractual penalties and possible losses and damages.

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**TCP – TERMINAL DE CONTÊINERES DE PARANAGUÁ S.A.**

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