



TÍTULO:

Sustainability Policy

TIPO:

Norm

Sustainability Policy





TÍTULO: <i>Sustainability Policy</i>	TIPO: <i>Norm</i>
--	-----------------------------

SUMMARY

1. OBJECTIVE	3
2. RESPONSIBILITY FOR CONSENSUS/APPROVAL	3
3. DESCRIPTION / RESPONSIBILITY	3
4. LIST OF RECORDS	6
6. MAIN SYSTEMS/MODULES	6



TÍTULO: Sustainability Policy	TIPO: Norm
---	----------------------

1. Objective

To establish guidelines in order to define integrated actions and, in a responsible manner, towards a continuous search for Cooxupé and its stakeholders' sustainability, when it comes to economic, social, cultural, and environmental aspects.

2. Responsibility for consensus/approval

- COMMUNICATION AND MARKETING DEPARTMENT
- ENVIRONMENT, SOCIAL AND GOVERNANCE DEPARTMENT
- LEGAL TAX DEPARTMENT
- SUPERINTENDENCY - COMMERCIAL
- SUPERINTENDENCY - CONTROLLER AND TI
- SUPERINTENDENCY - DEVELOPMENT OF MEMBERS
- SUPERINTENDENCY - FINANCE AND DEVELOPMENT
- SUPERINTENDENCY - LOGISTICS AND OPERATIONS
- BOARD

3. Description/Responsibility

3.1 – GENERAL CONSIDERATIONS

a) Cooxupé incorporates the principles and responsible practices towards reaching sustainability in its businesses, operations and facilities, including in the decisions related to its stakeholders (co-op members, employees, suppliers and community), searching for balance in economic, social, cultural and environmental aspects.

b) Such commitment is defined in its Organizational Identity (Mission, Vision and Values), Integrity Program, Code of Ethics, as well as in the present Sustainability Policy, in alignment to strategic planning.

c) As part of cooperative principle "Concern for Community", actions and projects of a social/environmental nature are promoted, encouraging and engaging its employees, co-op members, and the society in which it is inserted.

d) In order to assure its effective implementation, the present Policy has been approved by Cooxupé's ADMINISTRATIVE BOARD / BOARD OF DIRECTORS.

e) Both Policy and actions performed are disclosed to all stakeholders, by means of communication channels available, being a responsibility of Cooxupé's COMMUNICATION AND MARKETING.



TÍTULO: Sustainability Policy	TIPO: Norm
---	----------------------

3.2 – GUIDELINES

3.2.1 – Economic Aspects

- a) Financial aspects are allotted in order to assure results to all the parties, respecting the ethical principles, pursuing the optimization of costs, and increase in productivity and revenue.
- b) A budget planning is performed in order to control and monitor incomes, costs and investments. That assures resources might be available for the execution of processes.
- c) The Cooperative acts in raising funds for projects and actions directed to sustainability for its members.
- d) According to its SOCIAL STATUTE, the cooperative carries out the distribution of results, and it keeps, besides legal funds, an indivisible fund for development, for investments in infrastructure, new technologies and working capital.

3.2.2 – Social Aspects

- a) The cooperative assumes as a basic principle, the accomplishment of applicable laws in the Country, Estate, and Municipality in which it acts.
- b) It encourages sustainable practices, and associates, where possible, to programs of business models based on local, regional, national and/or global parameters.
- c) It supports practices driven by ethical principles, which promote cooperativism, social development and well being, with reference to the SDO (Sustainable Development Objectives) set by the Organization of the United Nations.
- d) It supports initiatives and collective agreements for enhancement in quality of life, and benefits for its employees and their families.
- e) Assuming that the respect for human dignity is a primary factor for sustainable development, it deeply appreciates reasonable behavior, caring for the protection of human rights, sharing the responsibility of developing and encouraging the respect for basic individual rights, without any kind of distinction to people, promoting the construction of such an inclusive work environment, treating co-workers and other related audiences in a respectful and equitable manner.
- f) It promotes health and safety at the workplace, following up the accomplishment of norms and procedures required for the performance of activities, making adequate use of either personal or collective protective equipment, when demanded, preserving physical integrity of the employees.
- g) It performs development and training, by means of people management practices, in a planned manner, from the identification of necessities.
- h) It contributes for the creation of jobs in its action area, collaborating with regional economic development.
- i) Cooxupé is committed to humanized and customized relationships with its membership, which is composed by a major part of mini and small producers.



TÍTULO: Sustainability Policy	TIPO: Norm
---	----------------------

3.2.3 – Cultural Aspects

- a) It maintains the respect for the tradition and culture, and identity of communities in which it is inserted, promoting cultural actions that might bear, as a major objective, the common welfare and local development.
- b) It acts focused on the spread of cooperative culture, receiving guests from all over the world, coop actors and other society members.

3.2.4 – Environmental Aspects

- a) Cooxupé encourages the respect and protection of environment, promoting and stimulating initiatives or internal campaigns for warning and education, which is meant for the creation of “environmental consciousness”.
- b) It guaranties the fulfillment of environmental compliance duties, applicable legal demands, and established norms.
- c) It acts focused on preventing and controlling pollution and environmental damages, prioritizing the benefits to communities and protection of the environment, applying technologies, processes and inputs that minimize environmental impacts while encourage continuous improvement, in order to enhance environmental performance.
- d) It responsibly makes use of natural resources, and promotes educative actions, encouraging the adoption of techniques that aim to the protection and preservation of biodiversity and ecosystems, conscious consumption of water and energy, energy efficiency, the use of the soil, reuse of materials, and reduction of effluent and residues.

3.3 – CONTROL OF ACTIONS

- a) All social-environmental projects / actions performed by Cooxupé' s departments and business units must be reported to COMMUNICATION AND MARKETING DEPARTMENT (via Service Desk request).

➤ **NOTES:**

- For regular projects / action, the report must occur according to periodicity.
- Evidences of the execution must be attached to the SD.

- b) Annually, the Report of Social-Environmental Management and Financial Statements is elaborated, disclosing the main social-environmental projects / actions put into force by Cooxupé, and the result of financial statements of current and previous financial year.



TÍTULO: <i>Sustainability Policy</i>	TIPO: <i>Norm</i>
--	-----------------------------

4. List of records

- SD - CALL – SERVICE DESK (System)

5. Main systems / modules

- MULTIDATA – SERVICE DESK