



Supplier's Code of Conduct

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1. Introduction

We believe that despite international action, there are universal principles and guidelines that should guide companies in accordance with the core values of honesty, equity and accountability. CET LOGISTICS will have as main guideline the compliance of applicable laws and regulations, as well as always having an ethical stance and acting in a sustainable and socially responsible manner.

We ask our suppliers to comply with the conduct guided by this Code in order to maintain the ethical and professional standards that CET values. For further details, please refer to the CET LOGISTICS Code of Ethics, which aims to establish and present guidelines on personal and business conduct in a thorough manner.

We reiterate that the same behavior and commitment will be complied with by us and, therefore, we kindly ask you to ensure that all your employees and subcontractors, involved in providing services to CET LOGISTICS, operate in accordance with our internal policy and current legislation .

2. Coverage

This code covers all suppliers of CET LOGISTICS, as well as its affiliated and controlled companies, in the countries where the company operates.

3. Business practice

CET LOGISTICS will always keep an open discourse because it seeks a relationship based on commitment, trust and clarity. Therefore, suppliers are expected and trusted to maintain the confidentiality of proprietary information entrusted to them by the Company and its customers. The obligation of preservation and confidentiality of proprietary information continues even after the termination of the contract or of the commercial link.

In order to maintain the valuable reputation of CET LOGISTICS, it is essential to comply with our quality processes and of our health, safety and environmental policies, as well as conduct in accordance with our Compliance Policy. Therefore, one must always operate in the market in a fair and ethical way, obeying the antitrust rules and respecting the competition in the markets the company operates.

4. Fighting corruption

Corruption, be it by bribery or by influence, results in the absence of fair competition, destruction of the reputation and value of the company, fouls the image of the individuals involved and will always be fought by CET LOGISTICS that will strive for such practices to always be in opposite directions to the company.

The rejection of CET LOGISTICS regarding these acts occurs for both the provident party and the party seeking to be favored both in the public sector and in the private sector. For the occurrence to be considered illegal, it is sufficient that there is a request or offer of advantage.

5. Gifts, expenses and accommodations

It is expressly prohibited the acceptance of any type of gift, treat, direct or indirect hospitality, except for gifts of minimum value from the company.

This rule works on both sides, as CET LOGISTICS will also not accept from customers, suppliers and others any kind of gifts, treats, lodging or any other activity that violates the ethical norms of the company or seeks to facilitate negotiations

6. Health, Safety and Environment

Each supplier has a responsibility, as well as CET, to maintain a safe, clean and healthy workplace for all other employees following environmental, safety and health norms and practices, and must report accidents, bodily injuries and environmental damage, and the existence of hazardous equipment, practices or conditions.

The use of violence or threatening behavior is not allowed. Suppliers are expected to perform their CET LOGISTICS-related activities safely, free from the influence of alcohol, illegal drugs or controlled substances. It is also expected that any disagreement will be settled peacefully through conversations, and in case of more serious conflicts, a superior must be activated to aid in resolution.

7. Practices not accepted by CET LOGISTICS group

1. Harassment - No worker may be subjected to corporal punishment, abuse or harassment of any kind. The CET LOGISTICS Group does not tolerate threats or harassment of any kind.

2. Discrimination - All suppliers and the CET LOGISTICS Group shall not commit acts of prejudice or discrimination of persons, whether by race, color, gender, ethnicity, social class, age, physical characteristic, nationality, religion, disability, marital status, sexual or moral orientation.

3. Hiring of Child Labor, Sexual Exploitation of Children and Adolescents and Human Trafficking - The CET LOGISTICS Group does not tolerate, permit or condone the use of forced and/or child labor, and the sexual exploitation of children and adolescents and human trafficking in any process related to its activities. The CET LOGISTICS Group is against child labor, it is possible to hire from the age of 16, except in cases of night work, dangerous or unhealthy, in which the minimum age is given at 18 years. Work is also allowed from the age of 14, but only as an apprentice. Thus, to the adolescent worker between the ages of 14 and 18 it is guaranteed a series of special protections, among them, the prohibition of work in places detrimental to their formation, their physical, psychological, moral and social development, and at times and places that do not allow them to attend school, also grants the student worker under the age of 18 the right to make their vacations coincide with school vacations, always in compliance with national legislation and best practices.

8. Periodic evaluations

Our suppliers agree to be evaluated in order to measure the quality of service according to the company's performance in meeting the requirements and specifications previously agreed upon. The evaluation criteria for monitoring our partners and suppliers are:

1. Service;
2. Flexibility in negotiations;

3. Flexibility in urgent services;
4. Treatment of nonconformities;
5. Compliance with the range of work regarding time and efficiency;
6. Billing in accordance with the requested service.

An Associate and/or third party who fails to comply with any of the provisions set forth in this Policy will be subject to the penalties provided in CET LOGISTICS Internal Policies, as disciplinary measures, including termination of contract.

In addition, Associates and third parties should be aware that violations of this policy may create criminal, civil and administrative liability.

9. Penalties

Suppliers who violate the standards of this Code shall have the following penalties applied:

- Verbal warning;
- Written warning;
- Suspension of services for 60 days; and
- Termination of services and or contract for violating this code and/or contract.

The supplier shall be formally warned by the plaintiff sector in a respectful manner and in a appropriate place, without suffering any type of exposure. They shall also sign a standard letter issued by CET, which should state why the supplier is being warned.

CET LOGISTICS policy is not to allow retaliation against individuals who report, in good faith, misconduct committed by other suppliers or employees of the company. It is expected by CET LOGISTICS that employees and suppliers cooperate in internal investigations of alleged misconduct. 7

10. Complaint Channel

The CET LOGISTICS Group has a channel for complaints of any practices related in this code and other occurrences that are not provided for, but which are considered abusive.

The complaint will be made through the channel denuncia@cet-logistics.com, the email will be directed to the Board of the company and to the Legal Department Manager for measures.

In all cases, confidentiality of the one who made the complainant will be ensured.