

## INTEGRITY ROADMAP

### COMPLIANCE PROGRAM

The integrity are core component of the Roadmap for global Strategy that have always been intrinsic in **Rubber Route** `s every day activities. In a business environment where the changes are constantly happening, it is essential to keep the fair culture.

Therefore, **Rubber Route** Mining structured its COMPLIANCE PROGRAM with guidelines to ensure and keep the standards of ethics and transparency in **Rubber Route**'s relationships, whether internal or external, focused on fighting bribery, national and internationally.

The **Rubber Route** believe that the establishment of procedures and controls can prevent, correct and mitigate possible risks that the company is exposed to. In this way, is possible promoting the integrity culture, with sustainable development, included to third parties.

Senior Management

Vanise Zivieri

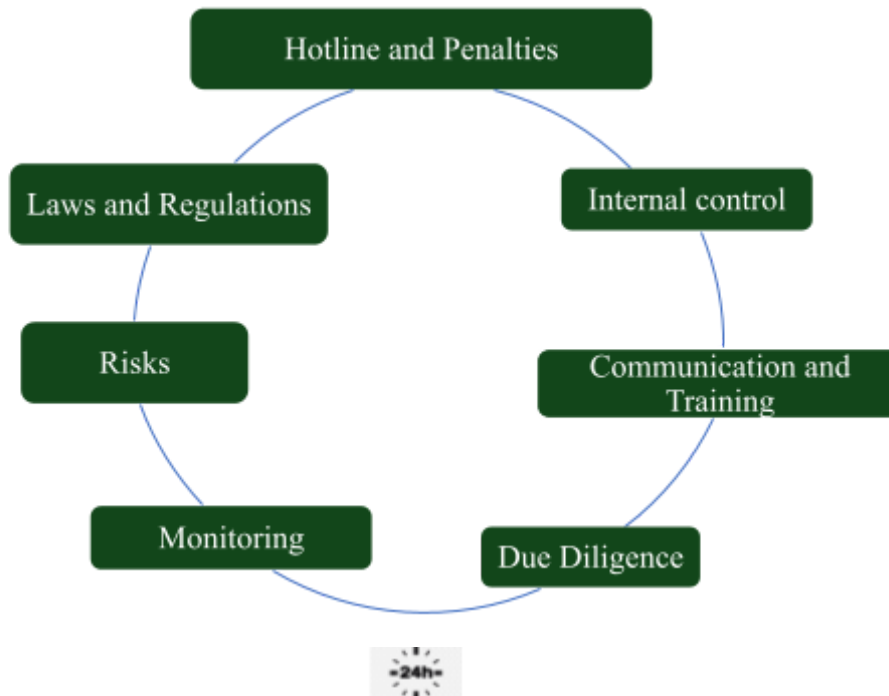
Juan Hayer

**Rubber Route** abides by good corporate governance practices and believes that compliance and responsibility are central components of company culture.

**Rubber Route** has love, ethic, commitment, justice and coherency as values; understands that integrity are increasingly important within the business environment, cherishing transparency in its activities and decision-making.

For this reason, the **Rubber Route** is committed to the implementation, development, maintenance and continuous improvement of Compliance Program, focused on:

- Collaborating with a growing more just society.
- Strengthening and disseminating integrity and ethical relationship
- Fighting corruption and bribery..



**INTERNAL RULES**



**Route** is a company that seeks to ensure the high levels of corporate integrity, transparency and ethics in all of its relationships. The Code of Conduct and Ethics and Policies reflect the expected behavior in relation to fighting corruption and compliance with internal laws and regulations and must be followed by employees and third parties.

Here are some **Rubber Route's** guidelines to promote: the integrity:



## Portuguese

- Política de Gestão de Risco
- Política de Antissuborno e Anticorrupção
- Política de Compliance
- Código de Ética e Conduta
- Política do Canal de Denúncias

## English

- Risk Management Policy
- Anti-Bribery and Anti-Corruption Policy
- Compliance Policy
- Code of Conduct and Ethics
- Whistleblower Policy

## COMMUNICATION AND TRAINING



The **Rubber Route** has several channels that help in the disclosure of culture to employees and stakeholders.

The disclosure of matters relating to integrity is carried out to all audiences that **Rubber Route** relates to through the following channels:

INVESTORSHOLDERS	EMPLOYEES	CLIENT	PRESS	THIRD PARTIES
◇ Newsletters;	◇ Training;	◇ E-mail;	◇ Newsletters;	◇ Newsletters;
◇ Technical visits	◇ E-mail;	◇ Relationship team.	◇ E-mail.	◇ Events;
◇ Events.	◇ Campaigns;			◇ Rubber Route in focus;
	◇ Rubber Route in focus.			◇ E-mail;
				◇ Training;
				◇ Campaigns.

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**Rubber Route's** Training Program aims to make employees aware of the importance of an integrity, since, the company believes that relationships are grounded by the strengthening of values, policies and guidelines.

To increase practices of those guidelines, **Rubber Route** promotes participation in campaigns, fairs, workshops, congresses, and other activities.

The **Rubber Route**, with regard to stakeholder involvement, encourages your third parties, the consolidation of a culture of transparency and promote an healthy and respectful business environment.

## WHISTLEBLOWER HOTLINE



The **Rubber Route** is a company with values of responsibility and integrity, committed to an environment in which open and honest communications are heard and not excluded.

In order for possible situations of fraud, corruption or any other type of non-compliance to be known, investigated and immediately interrupted, the **Rubber Route** has an independent whistleblower hotline, which is available to the internal and external public, with 24-hour service: web (Intranet and Jaguar website). The information registered here is received by an independent and specialized company, ensuring absolute confidentiality and appropriate treatment of each situation by the **Rubber Route** Compliance.

By internet: <http://contatoconfidencial.com.br/denunciarubberroute>

## VOLUNTARY INITIATIVES



**Rubber Route** believes that sharing good practices to promote integrity against all acts of corruptions is a way of making a sustainable commitment.

Below are some initiatives that **Rubber Route** supports: