

CODE OF ETHICAL CONDUCT

The present code, based on the Mission and Values of Mercúrio, establishes the ethical responsibilities of the company leaders and their employees in compliance with:

CUSTOMERS, SUPPLIERS AND COMPETITION

We hold our position in the market by offering quality products and services; respecting and complying with the applicable laws; we do not permit false or dubious declarations; we do not permit the provision of Mercúrio information without express authorization; we do not admit bribery, advantages or presents of any kind except institutional and non-exclusive gifts.

SOCIOENVIRONMENTAL RESPONSIBILITY

We operate in a socially responsible manner; we strive to avoid and reduce eventual social and environmental impacts that may be generated by our activities; we do not encourage political-religious operations in the company's facilities.

WORK SAFETY

We promote a safe workplace, encouraging and providing an accident-free environment.

WORK ENVIRONMENT

We respect and encourage diversity and equal opportunities by complying with the requirements of competency and meritocracy; we do not admit any form of harassment or discrimination; it is the duty of users to utilize electronic communication resources exclusively for the professional practice; we do not allow activities conflicting with the company's activities; we do not allow slavery or infant labor in any of the companies that maintain business relationships with Mercúrio.

RESPONSIBILITIES

Doubts on the contents written here or what comprises institutional gifts should be formally sent to the immediate superior and to the Human Resources department. Situations of noncompliance with this code must be reported to condutamercurio@correiasmercurio.com.br. An independent company will carry out the receiving and investigation of the facts in an impartial and impersonal manner.

Fausto Eduardo Bigi

CEO

Walter Traummüller Kawall

President of the Administrative Council