Social Responsibility and Sustainability for External Providers

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Responsabilidade Social e Sustentabilidade para Provedores Externos

NIDEC GLOBAL APPLIANCE BRASIL LTDA.

Created: Sander Benevides	Approved: Ronny Kein

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I. Preamble/ Introdução

The Nidec Group comprehensively follows applicable laws, regulations, internal rules and standards, social ethical standards, etc. to keep executives' and regular employees' ethical values high, form conscience as a company, and win the society's trust as we continue our compliance activities.

NIDEC GLOBAL APPLIANCE BRASIL LTDA. conducts its business representing the best corporate governance practices, with a moral and ethical standard and in compliance with applicable national and foreign legislation.

The values contained in this Code of Conduct will guide the Company's relationships with its employees, business partners, suppliers, customers, shareholders and the community.

In recognition of the contributions of these individuals, we have developed policies and programs designed to ensure that our entire relationship enjoys the protection afforded by the principles articulated in this Code of Conduct, thereby expressing our global commitment.

NIDEC GLOBAL APPLIANCE BRASIL LTDA. believes that this Code of Conduct confirms important values, which serve as the foundation of our relationship with everyone.

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II. Scope / Escopo

This Social Responsibility and Sustainability Requirement is applied to all NIDEC GLOBAL APPLIANCE BRASIL LTDA. providers and suppliers.

Providers and suppliers are responsible for ensuring compliance with NIDEC GLOBAL APPLIANCE BRASIL LTDA. requirements, preserving records, including compliance evidences.

It is also the responsibility of our suppliers to extend these requirements to their supply chain, without exception.

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a concorrência livre, a transparência e a imparcialidade no processo de contratação de Provedores, bem como o rigoroso cumprimento dos contratos.

A NIDEC GLOBAL APPLIANCE BRASIL LTDA. apoia os provedores que compartilham do comprometimento da Empresa com a qualidade e o valor, e que operam sob uma filosofia cuja ênfase é a integridade e "fazer o que é certo".

A NIDEC GLOBAL APPLIANCE BRASIL LTDA. adota como requisitos de sustentabilidade e responsabilidade social e incentiva que seus provedores e fornecedores adotem as diretrizes abaixo expostas e a estendam a sua cadeia de suprimentos.

O provedor tem a responsabilidade de garantir o uso dessa metodologia, a integridade e "fazer o que é certo".

IV. Definitions / Definições

NIDEC GLOBAL APPLIANCE BRASIL LTDA. – Empresa brasileira do grupo Nidec Corporation.

PPE - Personal Protective Equipment

LGPD – Lei Geral de Proteção de Dados

PNRS – Política Nacional de Resíduos Sólidos

MSDS - Chemical Product Safety Data Sheet

ISO 9001 - The ISO quality management system standard, and the minimum requirement for any direct material Supplier.

ISO 14001 - The ISO environmental management system standard – recommended for Suppliers.

ISO 45001 – The ISO Occupational health and safety management system standard – recommended for suppliers.

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1 Relationship with external provider / Relação com o provedor externo

Our Providers have a direct influence on the quality of our products and services. With this in mind, we value the partnership relationship, taking into account the principle of mutual help.

The relationship with our Providers will be characterized by the precepts contained in the Code of Basic Working Conditions and Human Rights. NIDEC GLOBAL APPLIANCE BRASIL LTDA. practices free competition, transparency and impartiality in the process of hiring Providers, as well as strict compliance with contracts.

NIDEC GLOBAL APPLIANCE BRASIL LTDA. encourages its Providers to comply with the items below.

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Os provedores e fornecedores devem cumprir e monitorar suas cadeias de valor, de forma a garantir o bom ambiente de trabalho, prevenindo e combatendo: o trabalho infantil, trabalho forçado ou compulsório e, ainda, o trabalho análogo ao escravo, de modo a enfrentar as diversas formas de escravidão moderna.

Os provedores e fornecedores devem, ainda, prevenir e combater situações de pedofilia, assédio moral e/ou sexual no ambiente de trabalho e tráfico humano.

Não será aceito em nenhuma circunstância citada acima, o trabalho infantil a menos que como parte do treinamento autorizado pelo governo ou na condição de aprendiz, a partir dos 14 anos, conforme dispõe a Constituição Federal do Brasil.

A NIDEC GLOBAL APPLIANCE BRASIL LTDA. é contra o trabalho forçado ou compulsório e situações que potencialmente envolvam coerção, medidas disciplinares degradantes e punição pelo exercício de qualquer direito fundamental.

2.2 Day of Work / Jornada de Trabalho

Every employee must be hired to work during a specific shift, we comply with applicable laws and respecting the regulations regarding working hours. In addition, all providers are encouraged to implement corrective measures in situations where the number of hours worked by employees, including overtime, meets local labor laws. Suppliers must also enforce applicable local legislation and grant all employees the minimum number of days off per week. This rest period must be in addition to any annual leave provided for by law.

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Suppliers shall not engage in any illegal or improper disciplinary pay reductions.
Suppliers shall, as necessary, provide their employees with salary statements with accurate and detailed information on the compensation for the labor that employees have rendered.

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2.5 Freedom of Association and Collective Bargaining / Liberdade de Associação e Negociação Coletiva

NIDEC GLOBAL APPLIANCE BRASIL LTDA. ensure the freedom and right of association and recognizes the right of its employees to claim and collectively negotiate their rights with recognized representatives to promote the interest of their employees.

Our providers and suppliers are expected to adopt the same practices with their employees.

Providers shall secure an environment where employees and their representatives can openly communicate and share ideas and concerns with management regarding working conditions and management practices without fear of discrimination, reprisal, intimidation or harassment.

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Os Provedores devem proporcionar um ambiente livre de todas as formas de discriminação: de diferença de gênero, identidade de gênero, cor da pele, raça, etnia, deficiência, orientação sexual, religião, origem, estado civil, idade, situação gestacional, classe social, nacionalidade, filiação política, filiação sindical, ou quaisquer outros motivos nas práticas de contratação e emprego, como salários, promoções, recompensas e acesso a treinamento.
A NIDEC GLOBAL APPLIANCE BRASIL LTDA. é contra qualquer forma de intimidação ou assédio moral, sexual, religioso, político ou organizacional.
Desta forma, a NIDEC GLOBAL APPLIANCE BRASIL LTDA. deseja que seus Provedores estimulem a valorização da diversidade e a inclusão de todos à sociedade. É inaceitável que Provedores compactuem com as situações citadas acima em seu ambiente de negócios e é esperado que os Provedores tenham um monitoramento de potenciais situações e deem o tratamento adequado.

3 Health and Safety / Saúde e Segurança

NIDEC GLOBAL APPLIANCE BRASIL LTDA. requires that its Provider ensure professionals the lowest possible risk in performing their functions. For this, they must meet the general and specific standards of preventive health and safety, participating in training and guidance activities.
Therefore, the Provider must follow the Regulatory Norms of hygiene, safety and medicine at work, in accordance with the law and its complements, adequate and guiding its professionals and collaborators on the correct and proper use of Personal Protective Equipment (PPE).
Provider shall establish, maintain and improve a written policy and procedures to control health and safety risks in the workplace.
Provider shall demonstrate documents relating to environmental risk management.
The Provider shall provide a safe and healthy work environment and take all appropriate measures to prevent accidents and harm to health arising as a result of or associated with work.
Provider shall ensure that procedures and systems are in place to prevent, manage, track and report occupational injuries and illnesses among its employees.
Providers shall identify, evaluate, and control the health risks associated with exposure to chemical, biological and physical agents and use preventive measures, including protective equipment programs, to protect workers from overexposure.
Emergency Preparedness: Providers shall constantly seek to identify and assess potential emergency situations and events to minimize harm to life, the environment, and property by implementing emergency plans and response procedures including: emergency reporting, employee notification and evacuation procedures, training and drills, appropriate fire detection and suppression equipment, adequate exit facilities and recovery plans.

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“NIDEC GLOBAL APPLIANCE BRASIL LTDA. encourages and recommends that its external providers seek the implementation and adaptations to comply with the ISO 45001 Standard”.
Providers are encouraged to refer to internationally recognized management systems such ISO 45001 and ILO Guidelines on Occupational Safety and Health as a useful source of additional information.

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4 Business Ethics / Ética Empresarial

4.1 Fighting Corruption, Extortion, Bribery, Money Laundering and Fraud / Combate à Corrupção, extorsão, suborno, lavagem de dinheiro e fraude

NIDEC GLOBAL APPLIANCE BRASIL LTDA. does not accept the use of fraudulent practices or any type of corruption in its business environment. Therefore, the behaviors are intolerable to Providers and subject to legal and contractual measures:

Offer or deliver any improper advantage, payment, gift or courtesy with the intention of influencing the impartiality of any authority, public servant, employee or executive of companies, in any act in order to obtain improper benefit for the Company;

Carrying out or being involved in illegal activities or conduct such as tax evasion, smuggling, bribery, tax evasion, money laundering, terrorism, among others.

Prohibition of Bribery: Providers Suppliers shall not tolerate any form of bribery and corruption and may not provide or accept unreasonably valuable favors, expensive gifts or entertainment, which could influence and often adversely affect the business relationships with customers, agents, suppliers, subcontractors, intermediary firms, consulting firms and other service providers.

Providers shall not, directly or indirectly, provide or promise to provide cash, gifts, meals, entertainment or other items of monetary value to domestic or foreign government-related individuals or their family members in the expectation that a business advantage will be received in return.

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4.2 Privacy and Data Protection / Privacidade e Proteção de Dados

NIDEC GLOBAL APPLIANCE BRASIL LTDA. is committed to the privacy of its customers, business partners, Providers, shareholders and employees and respects the laws and regulations on privacy and data protection that govern the processing of personal data, in particular the General Protection Law of Data (Law No. 13.709/2018 - "LGPD").

In addition, providers must comply with copyright laws applied to their business and commercial relationships.

Providers must treat all information received from the company as confidential, regardless of the context in which they received it during tenders, negotiations, as a result of the provision of services or supply of products and goods to NIDEC GLOBAL APPLIANCE BRASIL LTDA.

Confidential information is considered, provided it is not agreed upon by NIDEC GLOBAL APPLIANCE BRASIL LTDA., as:

- Technical and commercial data on products and services;
- Drawings and standards
- Business and marketing goals, tactics and strategies;
- Budgets;
- Course and long term planning;
- Purchase volume and conditions;
- Research results;
- Statistical, financial, accounting and operational data;
- Commercial contract information between NIDEC GLOBAL APPLIANCE BRASIL LTDA. and Provider.

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- Orçamentos;
- Planejamento de curso e longo prazo;
- Volume e condições de compras;
- Resultados de pesquisas;
- Dados estatísticos, financeiros, contábeis e operacionais;
- Informações de contrato comercial entre NIDEC GLOBAL APPLIANCE BRASIL LTDA. e Provedor.

4.3 Conflict of interests / Conflito de Interesses

NIDEC GLOBAL APPLIANCE BRASIL LTDA. demands the highest ethical standard from all employees. When dealing with Providers, customers or competitors, we must act in the best interest of the company without any personal advantage.

NIDEC´s personal interests and interests must be kept strictly separate, consequently, any situation that may constitute, cause or even create the impression of a conflict of interest between employees and NIDEC GLOBAL APPLIANCE BRASIL LTDA. must be avoided.

In this way, NIDEC GLOBAL APPLIANCE BRASIL LTDA. considers that its Provider has a policy and treatment against conflicts of interests.

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4.5 Information Security / Segurança da Informação

Providers shall ensure proper handling of confidential corporate data by maintaining appropriate procedures for safeguarding their information assets from unauthorized access, misuse, tampering, disclosure or leakage. In this connection, particular attention must be paid to the following:

- Maintenance and improvement of a security framework aimed to protect their information assets and thereby prevent damage to the Nidec Group and its stakeholders.
- Management and protection of customer/supplier data and employee personal information.
- Compliance with privacy and information security laws and regulatory requirements when personal information is collected, stored, processed, transmitted, and shared.

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- Industry pricing policies or practices, price levels, price changes, price differentials, etc.
- Plans related to pricing and marketing of products.
- Any bids or requests for proposal that are being fulfilled by the parties, including prices or sets of products related to such bids or requests for proposals.
- Information related to production capacity or intended capacity adjustments.
- New products under development or other confidential strategies.
- Allocation of any territories, customers or markets.
- Confidential information relating to specific customers or transactions.

NIDEC GLOBAL APPLIANCE BRASIL LTDA. expects its Provider to deal with antitrust conduct and fair competition.

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greenhouse gas emissions, reducing demand for energy imports, contributing to a more sustainable cycle of energy.

- Respect and comply with all provisions of current environmental legislation, being responsible to environmental agencies and society for any damage or loss that may impact the environment.

- Ensure that the environmental licensing relevant to the company's economic activity is controlled and monitored in terms of compliance.

- Perform its services and activities respecting legal, normative, administrative and related acts, emanating from all legal spheres (Federal, State and Municipal), including, but not limited to compliance only with Federal Law No. 6.938/81 (National Policy Environment), Law No. 9,605/98 (Environmental Crimes) and Law No. 12,305/10 (PNRS – National Solid Waste Policy).

- Establish controls for the management of chemical products, when applicable to the manufacturing process, including:

The. Control and management of Chemical Product Safety Data Sheet (FISPQ's)

B. Class I waste disposal management, when applicable, presentation of the environmental waste handling document.

c. establish a minimum of occupational health and safety management against risk factors for accidents arising from the activities of extraction, production, storage, transfer, handling and handling of flammables and combustible liquids;

d. determine which chemicals should be identified as hazardous to the safety or health of professionals. These risks can come from the physicochemical or toxicological characteristics of the products.

and. define training for the safe use of chemicals.

- Provide products and services with reduced environmental impacts.

- Be aware of environmental impacts and establish action plans and targets to reduce these impacts. Among these impacts, it is not limited to:

a. Consumption of energy, water, paper, fuel etc.;

b. Greenhouse gas emissions;

c. Adequate disposal of resources and waste in general;

d. Use of materials from certified forest origin;

e. Material recycling.

f. Environmentally conscious design and product life cycle assessment.

g. Conservation of biodiversity through the conservation of animals and plants.

h. Disclosure of information related to environmental management regularly.

“NIDEC GLOBAL APPLIANCE BRASIL LTDA. encourages and recommends that its external providers seek the implementation and adaptations to comply with the ISO14001 Standard”.

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Na NIDEC GLOBAL APPLIANCE BRASIL LTDA. a questão ambiental é fundamental, portanto, os Provedores devem:

- Assumir o compromisso com o uso consciente e eficiente de energia, prezando pela otimização de seus fluxos, de modo a eliminar qualquer gasto desnecessário de energia para o desenvolvimento de suas atividades. Com o uso eficiente de energia, espera-se obter a redução de gases de efeito estufa, redução de demanda por importação de energia, contribuindo para um ciclo mais sustentável de energia.
- Respeitar e cumprir todas as disposições da legislação ambiental vigente, responsabilizando-se perante os órgãos ambientais e a sociedade, por todo e qualquer dano ou prejuízo que, porventura, causar impacto ao meio ambiente.
- Garantir que o licenciamento ambiental pertinente a atividade econômica da empresa esteja controlada e monitorada quanto ao atendimento.
- Executar seus serviços e atividades respeitando os atos legais, normativos, administrativos e correlatos, emanando de todas as esferas legais (Federal, Estadual e Municipal), incluindo, mas não se limitando ao cumprimento apenas da Lei Federal Nº 6.938/81 (Política Nacional do Meio Ambiente), da Lei Nº 9.605/98 (Crimes ambientais) e da Lei Nº 12.305/10 (PNRS – Política Nacional de Resíduos Sólidos).
- Estabelecer controles para gestão de produtos químicos, quando aplicável ao processo de manufatura, dentre eles:

a. Controle e gerenciamento Ficha de Informação de Segurança de Produtos Químicos (FISPQ's)

b. Gestão de destinação de resíduos Classe I, quando aplicável, apresentação do documento de movimentação de resíduos ambientais.

c. estabelecer o mínimo de gestão da segurança e saúde no trabalho contra os fatores de risco de acidentes provenientes das atividades de extração, produção, armazenamento, transferência, manuseio e manipulação de inflamáveis e líquidos combustíveis;

d. determinar que produtos químicos devem ser identificados como perigosos à segurança ou saúde dos profissionais. Estes riscos podem vir das características físico-químicas ou toxicológicas dos produtos.

e. definir treinamento para utilização segura de produtos químicos.

- Prover produtos e serviços com impactos ambientais reduzidos.
- Ter conhecimento dos impactos ambientais e estabelecer planos de ação e metas de redução desses impactos. Dentre esses impactos não se limitar somente aos:

a. Consumo de energia, água, papel, combustível etc.;

b. Emissão de gases de efeito estufa;

c. Descarte adequado de recursos e resíduos em geral;

d. Uso de materiais de origem florestal certificada;

e. Reciclagem de materiais.

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f. Design ambientalmente consciente e avaliação do ciclo de vida do produto.
g. Conservação da biodiversidade por meio da conservação de animais e plantas.
h. Divulgação de informações relacionadas a gestão ambiental regularmente.

"A NIDEC GLOBAL APPLIANCE BRASIL LTDA. incentiva e recomenda que seus provedores externos busquem a implementação e adequações ao atendimento da Norma ISO14001".

6 Verification / Verificação

NIDEC GLOBAL APPLIANCE BRASIL LTDA. will be able to audit whether the practices recommended by this document are followed by its suppliers and its supply chain. These audits may be carried out by NIDEC own personnel or by specialized companies contracted over this purpose.
The frequency of these audits will be defined by the degree of risk that the supplier offers the organization.
In case of the existence of third-party supplier certifications related to the matters dealt with in the requirements of this document, the frequency can be reduced or items in this manual can be exempted from the audit carried out by NIDEC or contracted.

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NIDEC GLOBAL APPLIANCE BRASIL LTDA. does not allow any form of retaliation or report made in good faith by its Collaborators or third parties.

Whistle-blowing System : Providers Suppliers shall develop an internal reporting system that all directors, officers, and employees (including regular, part-time, contingent, temporary and limited-term employees) are encouraged to use to report and raise concerns about any activity suspected of being in violation of laws and regulations, which prohibit unethical practices such as accounting fraud, bribery and corruption, as well as health and safety breaches.

Providers shall maintain appropriate procedures aimed to:

- Ensure the confidentiality and anonymity of any employee who in good faith reports a concern or a violation of a law, and
- Protect the person from any form of retaliation, such as harassment, discrimination, threat or termination.

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8 Implementation / Implementação

We communicate this Code of Basic Working Conditions and Human Rights to all NIDEC GLOBAL APPLIANCE BRASIL LTDA. employees, encouraging our partners in this chain of values to adopt and reinforce similar policies.

We seek to identify and use business partners who wish to obtain standards consistent with this Code in the conduct of their business.

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Os Provedores devem estabelecer e manter um sistema de gestão que traduza o conceito deste guia em cursos de ação viáveis. O sistema de gestão deve ser projetado para garantir: (a) conformidade com as leis, regulamentos e requisitos do cliente aplicáveis; (b) conformidade com este guia; e (c) identificação e mitigação de riscos operacionais relacionados às questões e orientações incluídas neste guia. Procedimentos de controle relevantes devem ser desenvolvidos por meio da adoção ou referência a normas internacionais, como ISO 14001, ISO 45001.

10.1 Company Commitment / Compromisso da empresa

Providers shall establish and maintain social and environmental responsibility policy statements affirming their com mitment to compliance and continual improvement. The policy statements shall be posted in suppliers' facilities, where possible, in the local language.

Os Provedores devem estabelecer e manter declarações de política de responsabilidade social e ambiental, afirmando seu compromisso com a conformidade e a melhoria contínua. As declarações de política devem ser afixadas nas instalações dos fornecedores, sempre que possível, no idioma local.

10.2 Risk Assessment - Management / Avaliação – Gestão de riscos

Providers shall develop a process to identify the legal compliance, environmental, health and safety, labor practice and ethics risks associated with Suppliers' operations. Suppliers shall also determine the relative significance for each risk and implement appropriate procedural and physical controls to manage the identified risks and ensure regulatory compliance.

Os Provedores devem desenvolver um processo para identificar os riscos de conformidade legal ambientais, de saúde e segurança, de práticas trabalhistas e éticos associados às operações dos fornecedores. Os fornecedores também devem determinar a significância relativa de cada risco e implementar controles físicos e processuais apropriados para gerenciar os riscos identificados e garantir a conformidade regulatória.

10.3 Improvement objectives / Avaliação – Gestão de riscos

Providers shall establish written performance objectives, targets and implementation plans to improve their social and environmental performance, and shall also perform a periodic assessment of their performance in achieving those objectives.

Os Provedores devem estabelecer objetivos de desempenho, metas e planos de implementação por escrito para melhorar seu desempenho social e ambiental e também devem realizar uma avaliação periódica em sua performance no desempenho do atingimento dos objetivos.

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10.4 Audits and Assessments / Auditorias e Avaliações

Providers shall perform periodic self-evaluations (internal audits) to ensure compliance with legal and regulatory requirements, the content of this guidebook and the Nidec Group's contractual requirements related to social and environmental responsibility. Suppliers' internal self-evaluation efforts may occasionally be complemented by external evaluations (second- or third-party audits) to exploit knowledge of industry best practices, either upon request of the Nidec Group, or on Suppliers' own initiatives.

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Article 1 – Confidentiality / Artigo 1 - Confidencialidade

1. The parties to this agreement shall protect all commercial, technical information and details obtained during the business relationship between the parties under this agreement as trade secrets, unless the information and details are publicly disclosed.
2. The Provider will not disclose any technical data and business information obtained from Nidec to third parties without written notice. Otherwise Nidec is entitled to demand compensation from the Provider for all losses caused by the disclosure of technical data and business information obtained from Nidec to third parties.
3. The Provider shall require its employees to assume confidentiality obligations.
4. The Provider requires the factories of its Contracted Products Providers to assume the same obligations in this manual.
5. If the Provider provides Nidec with technical materials relating to the development of contract products, Nidec shall assume the same confidentiality obligations.
6. Within five years after the termination of this agreement for any reason, the confidentiality obligations of both parties stipulated in this agreement will continue in effect.

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RECEIVING PROTOCOL

COMPANY NAME _____

Responsable Name _____

Role _____

WE AGREE WITH THE REQUIREMENTS DESCRIBED IN THE “SOCIAL RESPONSABILITY AND SUSTAINABILITY FOR EXTERNAL PROVIDERS”.

To help us to understand the degree of compliance at these requirements, we request you to choose with a “X” whether the service provided is total or not over each item. The itens sequence is equivalent to each chapter of this document.

* Condition:

M: Must / R: Recomended

** Full Service Provided:

The “Yes” alternative will only be chosen if every item included in this document is fully attended. In case of the existence of any item which still needs the implantation and/or any adjustments, the “No” option must be chosen.

The evidences of these services provided must remain available to NIDEC GLOBAL APPLIANCE BRASIL LTDA. verification at any time. For the not fully attended “Must” itens, a justification and an action plan must be presented.

Item	Requirement	Condition M / R *	Full Service Provided **	
			Sim	Não
II and III	Comunitication of these requirements to all Contracted Products Providers	M		
2.1	Working Conditions	M		
2.2	Working Day	M		
2.3	Salaries and Social Benefits	R		
2.4	Recognition	R		
2.5	Freedom of Association and Collective Bargaining	M		

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2.6	Harassment and Discrimination	M		
3	Health and Safety – Compliance with the laws	M		
3	ISO 45001 Certification	R		
4.1	Fighting Corruption, Extortion, Bribery, Money Laundering and Fraud	M		
4.2	Privacy and Data Protection	M		
4.3	Conflict of interests	M		
4.4	Industrial Secret Disclosure	M		
4.5	Fair competition	M		
5	Environment – Compliance with the laws	M		
5	ISO 14001 Certification	R		
6	Verification	R		
7	Complaints, Infractions or Suggestions	M		
8	Implementation	M		
9	General Duties	M		

For the not fully attended “Must” requirements, send justifications and action plans / implementation in document attached to this protocol.

IMPORTANT: This document must be signed and returned within 30 days after the receipt. In case there is no response or manifestation in that period, NIDEC GLOBAL APPLIANCE BRASIL LTDA. understands that all requirements in this document are fully attended and will be audited in the future.

DATE: _____ / _____ / _____

_____

RESPONSABLE SIGNATURE

After signed, this receiving protocol must be forwarded via e-mail to:
sander.benevides@nidec-gpm.com

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PROTOCOLO DE RECEBIMENTO

EMPRESA _____

Nome do Responsável _____

Cargo _____

CONCORDAMOS COM OS REQUISITOS DO "RESPONSABILIDADE SOCIAL E SUSTENTABILIDADE PARA PROVEDORES EXTERNOS".

Para indicar o seu grau de atendimento a estes requisitos, solicitamos que indique com um "X" se o atendimento é total ou não para cada item. Os números dos itens equivalem aos capítulos deste documento.

* Condição:

O: Obrigatório / R: Recomendável

** Atendimento Total:

Só poderá ser selecionado a alternativa "Sim" se todos os itens constantes no requisito estiverem plenamente atendidos. Caso existe algum item que necessite ainda a implantação e/ou ajustes, deverá ser assinalada a alternativa "Não".

As evidências destes atendimentos deverão manter-se disponíveis para verificação da NIDEC GLOBAL APPLIANCE BRASIL LTDA. a qualquer momento. Para os itens "Obrigatórios" não atendidos totalmente, deve ser apresentada justificativa e plano de ação.

Item	**Requisito**	**Condição O / R ***	**Atendimento Total ****	
			Sim	**Não**
II e III	Comunicação destes requisitos a cadeia de fornecimento	O		
2.1	Condições de Trabalho	O		
2.2	Jornada de Trabalho	O		
2.3	Salários e Benefícios Sociais	R		
2.4	Reconhecimento	R		
2.5	Liberdade de Associação e Negociação Coletiva	O		

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2.6	Assédio e Discriminação	O		
3	Saúde e Segurança – Atendimento a Legislação	O		
3	Certificação ISO 45001	R		
4.1	Combate à Corrupção, extorsão, suborno, lavagem de dinheiro e fraude	O		
4.2	Privacidade e Proteção de Dados	O		
4.3	Conflito de Interesses	O		
4.4	Divulgação de Segredo Industrial	O		
4.5	Concorrência Justa	O		
5	Meio Ambiente – Atendimento a Legislação	O		
5	Certificação ISO 14001	R		
6	Verificação	R		
7	Denúncias, Infrações ou Sugestões	O		
8	Implementação	O		
9	Deveres Gerais	O		

Para os requisitos “Obrigatórios” não atendidos totalmente enviar justificativa e planos de ação / implementação em documento anexo a este protocolo.

IMPORTANTE: Este documento deve ser assinado e devolvido em até 30 dias do seu recebimento. Caso não haja resposta ou manifestação do provedor neste período, a NIDEC GLOBAL APPLIANCE BRASIL LTDA. entende que os requisitos deste documento são atendidos totalmente e posteriormente serão auditados.

DATA: _____ / _____ / _____

_____

ASSINATURA DO RESPONSÁVEL

Este protocolo de recebimento após assinado deverá ser encaminhado via e-mail para: sander.benevides@nidec-gpm.com

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