

Advanced BioCatalytics (ABC)

Corporate Bill of Rights & Supplier Compliance Policy

As a forward-thinking biotechnology company, Advanced BioCatalytics (ABC) is committed to the highest standards of integrity, ethical conduct, human rights, and environmental stewardship. This Bill of Rights serves as our foundational policy to ensure that our operations, products, and relationships align perfectly with the rigorous supplier expectations of global energy leaders like Petrobras.

I. Human Rights & Labor Standards

ABC guarantees a workplace—and a supply chain—that respects human dignity and adheres to the International Labor Organization (ILO) core conventions and the International Bill of Human Rights.

- **Right to Freely Chosen Employment:** ABC strictly prohibits any form of forced, bonded, or indentured labor. All employment is voluntary, and workers are free to leave their employment with reasonable notice.
- **Abolition of Child Labor:** ABC enforces a zero-tolerance policy for child labor. No person under the legal minimum age of employment shall be hired.
- **Right to Fair Compensation and Working Hours:** All employees are guaranteed fair wages that meet or exceed local legal minimums, along with legally mandated benefits. Working hours and overtime will strictly comply with local labor laws.
- **Right to Freedom of Association:** ABC respects the right of all workers to form and join trade unions of their own choosing, to bargain collectively, and to engage in peaceful assembly.
- **Right to Non-Discrimination and Respect:** We guarantee a workplace free from psychological, physical, or verbal harassment, including moral or sexual harassment. ABC prohibits discrimination in hiring, compensation, promotion, or termination based on race, gender, age, religion, sexual orientation, disability, or nationality.

Section 1.1: Public Communication & Grievance Channels

ABC offers publicly accessible communication channels for receiving complaints and grievances regarding human rights violations of any nature, including cases of discrimination and moral or sexual harassment.

- **Access Protocol:** Internal employees, collaborators, and external third parties can submit reports through our open website channel at www.abiocat.com or via email at info@abiocat.com.

- **Anonymity & Investigation:** Reports may be submitted anonymously. ABC guarantees strict confidentiality and a total prohibition against retaliation for any report filed in good faith.

Section 1.2: Mandatory Supplier Contractual Clauses

ABC actively adopts strict clauses in its contracts with suppliers to enforce human rights protections throughout our supply chain. Every vendor agreement, master service agreement, and purchase order issued by ABC mandates:

1. The absolute prevention and prohibition of child labor and labor analogous to slavery.
2. The active promotion of diversity and inclusion within the supplier's workforce.
3. Explicit measures to fight against, prevent, and penalize moral and sexual harassment and discrimination in all its forms.

Failure to comply with these clauses results in immediate contractual termination.

II. Health, Safety, and the Environment (HSE)

In alignment with Petrobras's commitment to operational safety and environmental protection, ABC establishes the following rights and obligations:

- **Right to a Safe and Healthy Workplace:** Employees have the right to perform their duties in an environment that minimizes occupational hazards. ABC provides comprehensive safety training, personal protective equipment (PPE), and robust emergency response protocols.
- **The Right to Refuse Unsafe Work:** Every ABC employee or contractor has the autonomous right to halt any operation or task if they believe conditions present an imminent danger to life, health, or the environment, without fear of retaliation.
- **Commitment to Environmental Stewardship:** As a developer of biocatalytic technologies, ABC is dedicated to reducing environmental footprints. We guarantee adherence to strict waste management, chemical safety, and pollution prevention standards to ensure our bio-based solutions contribute positively to ecological sustainability.

III. Anti-Corruption, Integrity, and Business Ethics

To satisfy the stringent compliance frameworks required by Petrobras (including the Brazilian Anti-Corruption Law No. 12.846 and the US Foreign Corrupt Practices Act), ABC mandates absolute transparency.

- **Zero Tolerance for Bribery and Corruption:** ABC strictly prohibits the offering, giving, receiving, or soliciting of bribes, kickbacks, or inappropriate gifts to or from public officials, Petrobras employees, or any private commercial entities.

- **Prevention of Conflicts of Interest:** ABC employees must avoid any relationship, financial interest, or activity that could compromise their professional judgment or create a conflict of interest in our dealings with Petrobras.
- **Fair Competition and Antitrust:** ABC is committed to fair and open competition. We prohibit entering into anti-competitive agreements, price-fixing, or market-sharing practices.
- **Accuracy of Records:** ABC guarantees that all financial transactions, quality control logs, and corporate records are kept accurately, transparently, and in accordance with recognized accounting principles.

IV. Privacy, Data Protection, and Information Security

- **Protection of Petrobras Data:** ABC respects the confidentiality of all proprietary information shared during the commercial relationship. We enforce rigorous cybersecurity protocols to protect Petrobras's data from unauthorized access or disclosure.
- **Respect for Intellectual Property:** ABC ensures that all technological innovations, patents, and proprietary formulations—both our own and those of our clients—are guarded with the highest level of legal and operational security.

Section 4.1: Internal Policies and LGPD Alignment

ABC maintains comprehensive internal policies, guidelines, and technical procedures aimed at protecting personal data and privacy. Our policies are explicitly aligned with the **Brazilian General Data Protection Law (LGPD - Law No. 13.709/2018)** and international data protection standards. Our public-facing privacy guidelines can be verified at www.abiocat.com.

Section 4.2: Awareness and Training Programs

ABC conducts mandatory, ongoing awareness and training activities for all full-time employees, part-time staff, and active collaborators regarding personal data protection and privacy.

- **Scope:** Training occurs upon onboarding and via annual mandatory refresher modules. It explicitly includes instruction on data subject rights under the LGPD, secure data handling, and incident reporting protocols. Completion logs are audited and archived by management.

Section 4.3: Data Subject Communication Channel

ABC provides a dedicated, widely publicized communication channel open to both internal staff and the general public for addressing the demands and statutory rights of personal data subjects (e.g., requests for data deletion, access, or correction under the LGPD).

- **Channel Access:** This channel can be accessed publicly via our digital intake portal at www.abiocat.com or by contacting our Data Protection Officer directly at info@abiocat.com.

V. Grievance Mechanisms and Whistleblower Protection

- **Right to Report Misconduct Safely:** ABC provides accessible, confidential channels for employees, suppliers, and third parties to report any suspected violations of this Policy or Petrobras's Ethical Code.
- **Guaranteed Protection Against Retaliation:** ABC strictly prohibits any form of retaliation, reprisal, or victimization against any individual who, in good faith, reports a potential violation or participates in an ethics investigation.

Compliance Declaration: Advanced BioCatalytics (ABC) certifies that this Bill of Rights Policy is actively communicated to all staff, integrated into our standard operating procedures, and continuously audited to remain in full compliance with the ethical, operational, and legal standards required of a Petrobras supplier.