

Social Policy

JP Sá Couto recognizes that people are the foundation of the company's success and one of its core values. It is therefore essential to ensure safe, healthy, and inclusive working conditions, promoting the physical, mental, and social well-being of all individuals.

We take responsibility for acting in an ethical and socially responsible manner, ensuring respect for human and labor rights, compliance with applicable legislation, and alignment with international human rights principles.

In this context, JP Sá Couto is committed to:

- Ensuring that all work is freely chosen and voluntary, prohibiting any form of child, forced, or compulsory labor.
- Protecting people's health and safety by identifying, assessing, and mitigating hazards and risks, and by providing safe and healthy working conditions.
- Promoting a work environment based on respect, ensuring equal opportunities and fair treatment regardless of gender, age, nationality, religion, ethnicity, or any other personal condition.
- Respecting the right to freedom of association and collective bargaining, ensuring the absence of retaliation against individuals and/or their representatives.
- Ensuring proportional and transparent disciplinary practices, with zero tolerance for any form of harassment or physical, psychological, or verbal abuse.
- Strictly complying with legal working hour limits, ensuring fair and transparent remuneration in accordance with applicable legislation.
- Integrating social responsibility into company management by defining responsibilities, communicating this policy to all individuals, providing confidential mechanisms for suggestions, complaints, and social concerns, addressing non-conformities, and promoting continuous improvement.
- Ensuring consultation and active participation of individuals, providing appropriate means for the effective implementation of Occupational Health and Safety measures.
- Promoting a culture that fosters motivation and engagement, sharing a transparent management vision and encouraging open and effective communication.
- Promoting these principles among suppliers and subcontractors, ensuring alignment with this policy and with the requirements of SA8000 and ISO 45001 standards.
- Continuing to promote the company's social engagement, creating a positive impact both nationally and internationally through a socially responsible, ethical, and inclusive approach.