

# SUSTAINABILITY

## POLICY

2023







# Index

1. Goal .....	03
2. Applicability .....	03
3. Responsibilities .....	04
4. Guidelines .....	08
5. Complementary documentation .....	10
6. References .....	11
7. Final provisions .....	12

## 1. Goal

This policy's goal is to present and reinforce Tramontina's commitment to sustainable development, establish governance responsibilities on the subject, as well as direct the business towards the correct treatment of environmental, social, and governance risks, impacts, and opportunities that have the potential to generate positive transformations in the business and value for stakeholders.

## 2. Applicability

The principles, commitments and guidelines expressed herein apply to all professionals at Tramontina, globally, being extended to service providers, representatives, suppliers, business partners and any third parties that act and/or represent the company, which must comply with and perform its activities and business in accordance with this policy.

### 3. Responsibilities

This Policy must be used strategically and transversally, guiding the activities of professionals and decision-making at all hierarchical levels at Tramontina.

The Company's sustainability strategy and evolution directly involves the Board of Directors, the ESG Committee and the Sustainability Team, according to the responsibilities described below:





## Board of Directors

The highest body of the organization, the Board of Directors is responsible for making decisions that strengthen the evolution and implementation of the sustainability strategy at Tramontina, connecting it to the business strategy, in order to protect the company's interests and generate long-term value for all stakeholders. its stakeholders. It is the Board's responsibility to monitor the Company's performance on the subject, ensuring the application of this Policy and supporting the implementation of initiatives by the corresponding bodies.

A member of the Board of Directors selected as sponsor of the ESG Committee has the responsibility of promoting the connection between the sustainability strategy and the company's strategy and of presenting to the Board the sustainability risks and opportunities identified by the ESG Committee.





## ESG Committee

The ESG Committee is a non-statutory, permanent body that advises the Board of Directors in defining sustainability guidelines and recommendations.

Coordinated by the Sustainability Team and having a member of the Board as the main sponsor, the Committee is responsible for implementing the sustainability strategy globally in the Tramontina group's businesses, as well as analyzing and debating issues and trends on the sustainability agenda in the market, in order to identify risks and opportunities for the Company.





## Sustainability Team

The Sustainability Team has the following functions: to speed up the implementation of the strategy, articulating, engaging and providing technical support to the Boards and Management in the implementation of actions, projects and programs related to the themes and objectives of the sustainability strategy; promote the company's participation in representative forums on the subject; guide the corresponding areas in rendering accounts to the Company's stakeholders; promote, guide and coordinate the management of indicators and targets; identify challenges, risks and market opportunities, proposing updates to the strategy, when necessary; and coordinating resources to ensure the implementation and construction of responses to the complex challenges arising from the ongoing sustainability strategy.

It is also up to the Sustainability Team to provide quarterly and annual accounts to the Board of Directors, in a documented manner, on the company's performance in implementing the sustainability strategy.



## 4. Guidelines

Tramontina has defined its sustainability strategy in 3 guidelines broken down into themes and strategic objectives, which guide the development of programs, projects and initiatives.

### Guideline 1

#### DOING WELL DONE IN OPERATIONS

TOPICS	GOALS
PRODUCT AND CIRCULARITY	<ol style="list-style-type: none"><li>1. Promote the choice of materials, sustainable design and packaging management to reduce product impacts.</li><li>2. Prioritize the principles of circularity in the Company's processes and services.</li></ol>
CLIMATE CHANGE AND NATURE	<ol style="list-style-type: none"><li>1. Guarantee the continuous supply of water resources and the best use of natural resources, through eco-efficiency, clean and innovative technologies, in the production processes and in the Company's facilities.</li><li>2. Foster low-carbon operations along the Company's value chain, promoting the use of alternative and sustainable means of energy.</li><li>3. Ensure sustainable and adequate management of wood production, contributing to carbon sequestration and community development.</li></ol>



Guideline 2  
DOING BEAUTIFULLY  
WITH PEOPLE

TOPICS	GOALS
CULTURE AND PLURALITY	<div>1. Develop skills and expand the capacity of professionals for the evolution of the business sustainability journey.</div> <div>2. Valuing and promoting diversity, equity and inclusion in the company's operations and value chain, increasing trust in relationships and creativity for the business.</div> <div>3. Establish safe, healthy and innovative environments that provide conditions for the well-being of professionals.</div>
LEGACY TO COMMUNITIES	<div>1. To promote the generation of social, educational and cultural value in the communities, monitoring and evaluating the impact of supported and carried out projects.</div> <div>2. Contribute to the food security of vulnerable communities through Private Social Investment and/or incentives, promoting social projects, business training and education.</div>

Guideline 3  
DOING RIGHT  
IN BUSINESS

TOPICS	GOALS
LEADERSHIP AND TRANSFORMATION	<div>1. Strengthen the sustainability aspects of the business, promoting the strategic management of risks and opportunities,as well as the recognition of results through the achievement of goals.</div> <div>2. Ensure ethical and safe business, with transparency and compliance in all of the Company's critical processes.</div>
VALUE CHAIN AND INNOVATION	<div>1. Encourage and communicate responsible consumption in the Company's operations and value chain.</div> <div>2. Prevent socio-environmental risks in the supply chain through constant monitoring and tracking.</div> <div>3. Ensure sustainable and adequate management of wood production, contributing to carbon sequestration and community development.</div>



## 5. Complementary Documentation

Os seguintes documentos adotados pela Tramontina mantêm relação com esta Política:

- Data protection booklet for employees
- Tramontina Conduct Manual
- Tramontina's Quality Policies
- Tramontina Management System (SGT)
- Tramontina Management System Policies



## 6. References

- Global Compact Brazil Network
- GRI | Global Reporting Initiative
- IIRC | International Integrated Reporting Council
- SASB | Sustainability Accounting Standards Board
- TCFD | Task Force on Climate-Related Financial Disclosures
- United Nations Sustainable Development Goals
- CEBDS | Brazilian Business Council for Sustainable Development
- Brazilian GHG Protocol Program
- CDP | Carbon Disclosure Project



## **7. Final Provisions**

This policy is for public knowledge and is available on Tramontina's communication channels, for consultation by all interested parties, both internal and external. Its content must be reviewed every 3 years or at any time due to internal demands and/or updates to the company's Sustainability Strategy.



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