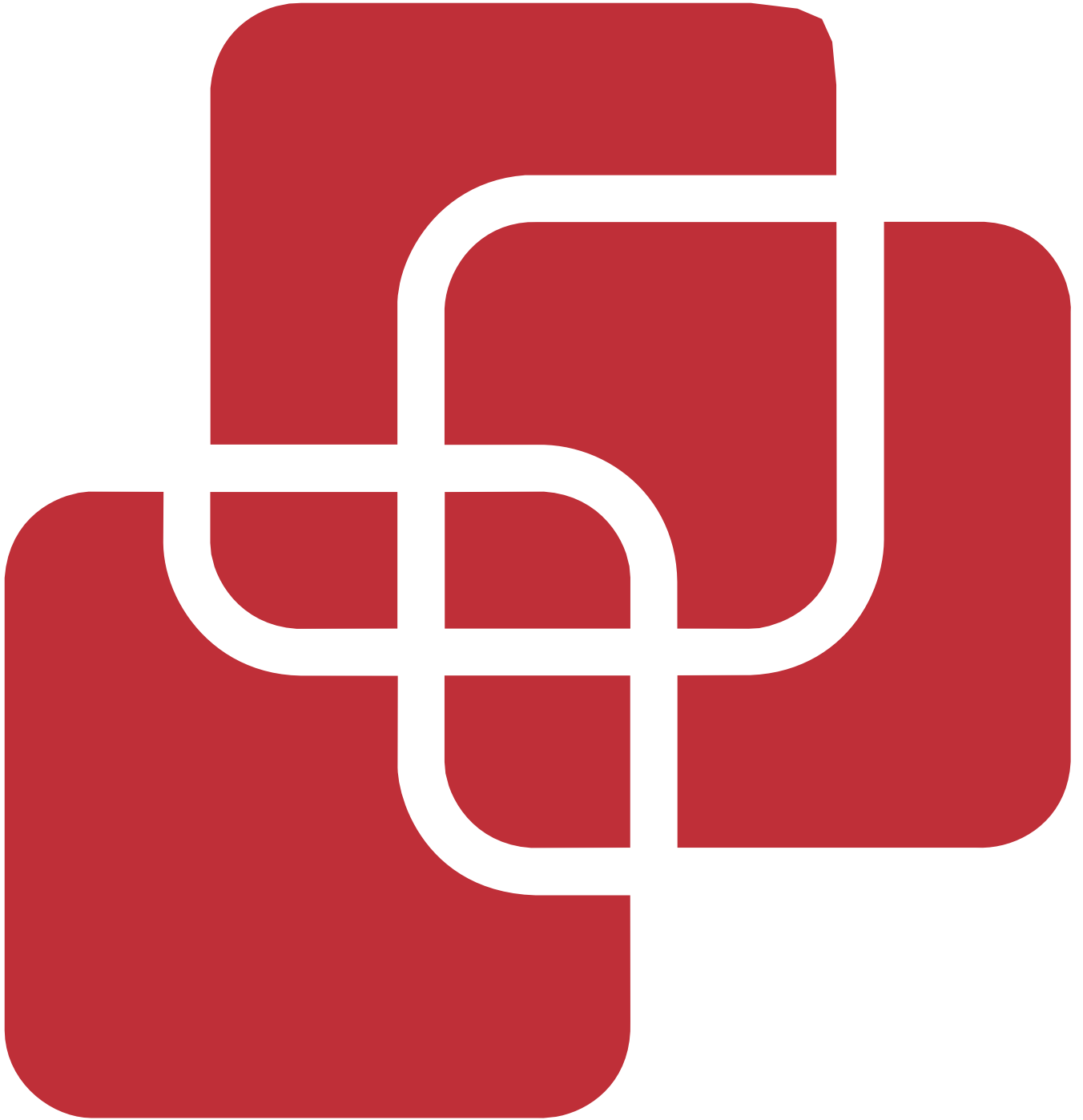


LAER ENGENHARIA GROUP



CODE OF ETHICS AND CONDUCT

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L A E R E N G E N H A R I A G R O U P

MESSAGE FROM THE BOARD

For more than 30 years, the Laer Engenharia Group has sought innovation and modernity, both in the execution of its works and in its associations with clients and partners, while paying attention to the important social and environmental advances that have taken place over this long journey.

Our reputation is an asset earned as a result of our actions, with hard work, daily learning and the realization of the importance of recognizing the dignity of people and all those who are, in some way, part of our story and business network.

Along the way, we have overcome several economic crises in our country, and through the difficulties, we have strengthened ourselves

Our attitudes and values in this journey were already reflected in the guidelines of this Code and, at this moment, we wish to expressly translate them to all those to whom they are addressed, and the whole community, as a guide, and a rather present commitment to valuing and improving human connections in the pursuit of our purpose:

“Making dreams come true, constructing with excellence.”



L A E R E N G E N H A R I A G R O U P

PRINCIPLES AND VALUES OF THE LAER GROUP

Laer Group's actions are based on compliance with law, transparency, and integrity, emphasizing collaboration, encouraging consensus, and social recognition of work in all its associations.

Our values and principles are respect for human dignity, honesty and good faith, non-discrimination, impersonality, equality, efficiency, and protection of the privacy and honor of all those to whom this Code is addressed.

THE CODE'S MAIN OBJECTIVES

This Code aims to make public and transparent the ethical principles and standards of conduct that should govern the internal and external relations of all members of the Laer Engenharia Group, regardless of their duties, hierarchical level, or responsibilities.

Based on the concepts and values of the Laer Engenharia Group, this Code of Ethics and Conduct also serves as a guideline and reference for all those to whom it applies, aiming to enhance collaborative management with respect and integrity in both the company's external and internal spheres.

It further seeks to raise awareness among its public to prevent behaviors and activities that could jeopardize the company's image and reputation, ensuring that all actions are aligned with the principles set forth here.

TO WHOM IT'S ADDRESSED

The Code of Ethics and Conduct, which establishes our values and principles and defines rules of integrity and conduct, is intended for all the companies that belong to the Laer Engenharia Group, and also applies to its directors, employees, trainees, clients, service providers and their employees, suppliers, partners, and third parties who have connections with the company through any legal act, whether temporary or permanent, without harm to other legal obligations and rules.

CONDUCT AND DUTIES

These are commitments of ethical conduct to be followed in person or through remote means, by all recipients of this Code:

- We do not accept or allow any kind of abusive behavior, such as sexual harassment, moral harassment, bullying or other forms of abuse of power, physical or verbal aggression, or the threat of aggression between Laer Group members and other recipients of this Code.
- We do not tolerate or consent to any form of discrimination based on race, color, sex, gender, gender identity or expression, culture, social class, religion, ancestry, age, political opinions, union memberships, or other characteristics protected by law.
- Work must be based on a commitment to quality and effectiveness, carried out in a respectful manner, avoiding actions that could constitute any form of violence, discrimination, harassment, abuse, or other affront to the guidelines indicated in this Code.
- It is forbidden for the recipients of this Code to be present or remain on worksites of the Laer Engenharia Group while drunk, using or carrying any type of narcotic substance not permitted by law, or without respecting safety regulations.



SERVICE PROVIDERS, THIRD PARTIES AND BUSINESS PARTNERS

The hiring of service providers and business partners is based on technical criteria, always aiming for quality services and customer satisfaction.

When dealing with the Laer Engenharia Group, service providers, third parties and business partners are aware of, commit to, and must disclose this document to their employees, in addition to adhering to and carrying out their activities in strict compliance with the guidelines contained in this Code of Ethics and Conduct, without stopping themselves or others from adopting their own policies, that do not conflict with ours.

The companies that belong to the Laer Engenharia Group do not tolerate any form of degrading work, such as child labor, work analogous to slavery, work that offends human rights, work that is contrary to labor legislation, or practices that are harmful to the environment.

COMPETITORS

The Laer Engenharia Group believes in encouraging its customers and business partners to choose freely, with emphasis on fairness, free competition, and a commitment to comply with all legislation and standards that guarantee transparency and good faith, and we provide the necessary information so that customers can make safe and informed decisions.

Members of the Laer Engenharia Group must disclose the existence of any commercial, professional, family, or personal relationship with competing companies.

We respect all competitors and we aim to strive for quality, excellence, attention, and customer satisfaction.

CONFIDENTIAL DATA AND COMPANY INFORMATION

Any use or disclosure of documents, data, or information from Laer Engenharia Group companies obtained as a result of work for personal benefit or the benefit of third parties is prohibited, as is the disclosure of confidential information or content that goes against the interests of the Group and the guidelines of this Code in any media, messaging applications, e-mails, social networks, or other means of communication.

The use of illegal software or software acquired by unofficial means is prohibited within the company.

INTERNET AND POSTING

It is not permitted to use any kind of messaging application, media, or social network on behalf of the company, unless it's expressly authorized by the Board of Directors.

Use of and access to the internet, telephone, e-mail, software, hardware, and company equipment must be restricted to the user's professional activity, and access to websites with illegal content is prohibited.

In any situation, the preservation of the reputation, values, principles, and image of the Laer Engenharia Group, and the guidelines of this Code, must be guaranteed.



COMPANY PROPERTY

The careful, responsible, and efficient use of company property is essential, along with the adoption of sustainable and cost-effective practices. These efforts should align with a commitment to social and environmental responsibility on a daily basis.

TRADE ON LAER GROUP PREMISES

It is expressly forbidden to accept or carry out any kind of trade in products (clothing, food, drinks, perfumery, electronics, etc.), or financial trade such as loans, factoring, leasing, etc., on the Laer Engenharia Group's premises.

PUBLICITY AND DISSEMINATION OF STANDARDS OF CONDUCT

This Code of Ethics and Conduct will be widely disseminated to all recipients so that it is strictly observed and practiced throughout its business network, and will also be available for access on the company's website, "laer.com.br", guaranteeing its effectiveness and awareness.

REPORTING CHANNEL AND FINAL PROVISIONS

Any reports of non-compliance with this Code and its guidelines, with guaranteed anonymity, may be submitted through the following channels:

- Correspondence to P.O. Box 34021;
- On the company's website: <https://canal.aliant.com.br/laerengenharia>.

The investigation of reports will be conducted confidentially and must not lead to retaliation or reprisals against any source.

Violations of this Code's rules may result in disciplinary actions as provided by law.

This Code of Conduct does not account for every possible situation, but clarifies the company's ethical and moral principles, and will remain in effect indefinitely.

No recipient may claim ignorance of this Code and must prioritize its compliance. Suggestions for new guidelines to improve and update this Code are welcome.



LAER ENGENHARIA GROUP

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