



fama
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investing for change

Human Rights Policy

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1. Purpose

This Policy reflects the inalienable commitment of fama re.capital Ltda. (“fama” or “Manager”) to the protection and promotion of human rights, aligning its operations with the highest international standards. The aim is to ensure that these rights are rigorously respected throughout the organization, consolidating the ethical and sustainable conduct that guides fama's values.

In addition, this Policy is detailed and strengthened by the fame Compliance Manual, promoting synergy between internal practices and global ethical principles.

This Policy is connected to fama's vision, highlighting the promotion of human rights as a central pillar of the business and explaining how commitments to human rights are interlinked with environmental and governance objectives, reinforcing the integrated ESG approach.

It is important to note that fama has the **B Corporation Seal**, being one of only 74 asset managers in the world to obtain the certification and as part of a global community of companies that use the power of business for good, this achievement reinforces our mission to promote responsible investments and generate positive impact for society and the environment, aligning our operations with ESG (Environmental, Social and Governance) principles and redefining success in the business world.

2. Application

The rules set out in this Policy apply compulsorily to all those directly¹ or indirectly² involved (“Employees”) in fama's activities and do not exempt compliance with other applicable legal and regulatory obligations. In the event of conflict, legislation, regulation and self-regulation shall prevail over this Policy. fama also ensures that all stakeholders are aware of and committed to the principles set out in this Policy, fostering a culture of responsibility and respect.

Fama is committed to integrating support for international campaigns related to gender, race, LGBTQIAPN+ pride and other global initiatives that promote equality, inclusion, equity and human rights.

3. Fama's General Principles of Conduct regarding Human Rights

fama's commitment to respecting and promoting human rights is inspired by the following international standards and declarations:

- The United Nations International Bill of Human Rights;
- The Ten Principles of the UN Global Compact;
- The United Nations Guiding Principles on Business and Human Rights;

¹Partners, directors, administrators, employees and interns.

² Service providers (consultants, auditors, etc.) who work on the premises of the Fama or who are providing some service to the Management Company and represent it before third parties.

- The UN Women's Empowerment Principles;
- The UN Standards of Conduct for Business: Combating Discrimination against LGBTQIAPN+ People;
- The principles and rights set out in the main conventions of the International Labor Organization (ILO);
- The ILO Declaration on Fundamental Principles and Rights at Work;
- The Principles for Sustainable Insurance (PSI); and
- The United Nations Principles for Responsible Investment (PRI).

fama also adopts the Sustainable Development Goals (SDGs) of the UN's 2030 Agenda as a reference, promoting prosperity, protection of the planet and respect for people as essential pillars of its actions.

Based on the above, fama is committed to guiding its conduct based on the following principles:

- Rejection of discriminatory practices, valuing diversity and inclusion;
- Combating child, forced or compulsory labor;
- Respect for freedom of association and collective bargaining;
- Implementing mechanisms to identify, prevent and mitigate risks of human rights violations.

4. Specific Commitments to fama's various Stakeholders in relation to Human Rights

- fama's direct employees: fama has a set of internal policies that guarantee employees' rights. It therefore respects and internally promotes compliance with the following rights:
- The right to freedom of opinion, information and expression, respecting the diversity of opinions within the company and promoting dialogue and communication.
- The right to freedom of association, trade unions and collective bargaining, as well as the role and responsibilities applicable to worker representation, in accordance with the legislation in force in each country.
- The right to data privacy and personal privacy.
- The right to a safe and healthy working environment.
- The right to decent working conditions, with adequate remuneration and equal treatment, preventing people from being treated differently or less favorably due to characteristics unrelated to merit or inherent job requirements.
- The right to a working environment free from harassment or that disrespects people's rights and dignity, ensuring that, should such conduct occur, there are appropriate procedures in place to report, deal with and correct the situation with total confidentiality and diligence, as well as with due consideration and speed.

fama will ensure that its Employees, within the scope of their conduct and responsibility, respect human rights and contribute to the fulfilment of the commitment made by the company through this Policy.

To this end, fama will offer training to employees in this area.

- Suppliers: fama will encourage the suppliers with whom it interacts to strictly respect the human rights recognized in the international and national laws of each country in which they operate. To this end, fama has approval systems that integrate analyses of fundamental rights and support procedures, ensuring that the suppliers with whom it has contractual relations assume, within their remit, the protection of human rights.
- Business Partners: fama will seek to ensure that its business partners are aware of and respect the principles and commitments made in this policy.
- Customers: fama undertakes to avoid any unjustified discrimination in the recipients of its product offering, always respecting their personal and data privacy.

Disclosure, Control and Compliance: fama will adequately disclose this Policy so that it is known internally and externally by the different stakeholders.

fama uses the Whistleblowing Channel and ethical consultations to incorporate complaints related to the principles and performance standards mentioned in this Policy.

In addition to direct contact with the Director of Compliance, Risk and PLDFT, questions and suggestions can be sent to etica@famarecapital.com.

It is the employee's duty to report any violation of the Code of Ethics or any internal Policies and legal or regulatory standards. The Compliance area will guarantee the anonymity of the whistleblower in good faith to avoid retaliation.