

Harassment and discrimination of any kind.

- [Nature of review](#)
- [Purpose](#)
- [Policy](#)
- [Support documentation](#)
- [Supplements](#)
- [Contact information](#)
- [Background/reasoning](#)

These policies are subject to change without notice.

Who applies	All users Local Franchises; Pioneering Franchises; Regional Offices; local Franchises
Policy number	070
Date of this version	03/06/09
Responsible area	Operations
Replaces the version of	03/06/09
Date of original version	03/06/09

Nature of review

03/06/09 - New policy

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Purpose

This policy addresses harassment and discrimination in the workplace.

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Policy

Limpidus is committed to providing a work environment without any form of harassment, whether moral, sexual or otherwise, whether by one employee to another, by a franchisee to a collaborator or supplier to an employee or vice versa.

Limpidus is committed to ensuring that everyone is treated fairly and with dignity, and thus any discriminatory or illegal attitude will not be tolerated.

The Company seeks to provide each of us with the same opportunities for growth, without discrimination.

However, distinguishing individuals on the basis of their abilities and the qualifications required for a particular function does not constitute discrimination.

An employee who believes they have been a victim or witness to a situation involving harassment or discrimination must immediately report the fact to the person responsible for their area. All such reports will be treated with confidentiality. If you wish, this communication can also be made by the PAPO system of our intranet.

Limpidus allows family members of its employees to work for the Company as long as they are evaluated and chosen objectively, based on the same criteria used for other candidates, and that their positions are not potentially conflicting or allow any type of combination.

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Support documentation

There are no supporting documents for this policy.

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Supplements

There are no supplements to this policy

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Contact information

If you have questions about this harassment and discrimination policy, please consult your superior or the operations area of your regional office.

If you want to send suggestions for improving this policy, send an email to politic@limpidus.com.br

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Background/reasoning

There is no background/reason for this policy.

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I declare that I have read the above policy and am aware of it