

Code of Conduct

Standards for Global Operations

Version 1.0



limpidus.com

limpidus

Code of Conduct

LIMPIDUS

The Limpidus Code of Conduct outlines key principles that apply to all Limpidus operations, its employees, and franchisees.

These principles address:

Personal Conduct

Anti-Corruption and Bribery

Competition Laws

Relationships with Business Partners

Workplace Standards

Corporate Responsibility

Our Code of Conduct supports Limpidus' Core Values and is complemented by the policies, rules, and guidelines available on our Policies website.

Limpidus has implemented a Whistleblower Policy through a secure and reliable channel that can be accessed by anyone with access to our intranet. This channel, called P.A.P.O., is accessible only by our executive management.

The Limpidus Code of Conduct is an integral part of our employment contracts and franchise agreements.

Our Purpose:

To help people thrive and reduce our environmental impact while ensuring safety and well-being in the workplace.

Personal Conduct

- Employees and franchisees must comply with the law.
- Limpidus expects its employees and franchisees to follow the company's core values:

- Integrity
- Unparalleled Service
- High Performance
- The Best People
- Long-Term Vision
- Attention to Detail

- Employees and franchisees must avoid activities that conflict with Limpidus' interests and are required to disclose any potential conflicts of interest to their supervisor.

- Colleagues, clients, and partners must be treated with dignity, respect, fairness, and inclusion.

- Discrimination and harassment, including sexual harassment, are unacceptable at Limpidus.

Anti-Corruption and Bribery

- Limpidus opposes all forms of corruption and bribery.

- Limpidus competes fairly for business solely on the merits of its services and differentiators.

- Regardless of local practices, any payments, kickbacks, or bribes between Limpidus and its clients or suppliers are strictly prohibited.

- Any gifts, entertainment, or hospitality received as part of Limpidus' normal business interactions with clients or suppliers must not aim to gain an unfair advantage, must be of reasonable value, and must comply with the principles and limitations set out in the Limpidus Gifts and Hospitality Policy.

- If employees have any questions, they should take them to their immediate supervisor or another responsible staff member. If they do not receive a timely or adequate response, they may escalate the matter to another superior, send a message through our internal communication channel "P.A.P.O." available on the intranet, or email politic@limpidus.com.br.

Compliance with Competition Laws

- Limpidus operates in strict compliance with legal standards and competition laws.
- Limpidus does not fix prices, allocate services, divide markets, or participate in agreements or cartels with competitors.
- Limpidus does not engage in bidding processes with the intent of favoring competitors.
- Limpidus does not share information or discuss competitive issues-such as prices, discounts, bonuses, or sales conditions-with competitors.

Relationships with Business Partners

- Limpidus requires its franchisees and suppliers to be familiar with and operate in compliance with the Limpidus Code of Conduct.
- Limpidus' service delivery must comply with agreed-upon standards of quality, health, safety, environmental responsibility, and diversity and inclusion at the service sites.
- Customer privacy is respected, including all data and information shared.
- Customer complaints are handled effectively and are considered valuable contributions toward maintaining consistently high levels of service.

Global Standards on People

- Limpidus ensures appropriate working conditions for its employees, including adequate health, safety,

and well-being measures, and will always strive to foster diversity and an inclusive culture.

- All employees are entitled to a fair life and equal treatment. Limpidus does not tolerate any form of discrimination in employment or occupation, including on the basis of cultural background, ethnicity, race, age, gender, disability, sexual orientation, religious beliefs, language, or education.

- Limpidus respects freedom of association and the right to collective bargaining; all employees have the right to join unions and benefit from their representation.

- Limpidus prohibits the use of forced or compulsory labor and does not tolerate any form of slavery or servitude.

- Limpidus does not allow child labor.

- Limpidus offers fair wages that-at a minimum-meet local agreements and regulations, and consistently strives to offer dignified compensation.

- All employees are given training opportunities relevant to their job roles.

- Limpidus respects employee privacy and ensures proper data protection.

Corporate Responsibility and Sustainability

- Limpidus aims to operate as a responsible corporate citizen, seeking positive impact in all countries and communities where it operates.
- Limpidus is a signatory of the United Nations Global Compact and is committed to its Ten Principles.

- Limpidus respects, supports, and promotes the human rights outlined in the United Nations Declaration of Human Rights.
- Limpidus is committed to contributing to the reduction of greenhouse gas emissions by continuously minimizing the environmental impact of its operations.
- Limpidus will always strive to adopt measures aligned with its ESG program DoWell.Fee-Well. in all relationships with clients, franchisees, employees, and any other stakeholders.

To ensure sound corporate governance, Limpidus has adopted a series of policies and compliance standards, some of which can be found in the ESG section of our website:

www.limpidus.com.br

Limpidus has implemented a Whistleblower Policy to provide a secure and confidential channel for reporting concerns.

If you are an employee, client, franchisee, or supplier and believe there has been a violation of the Limpidus Code of Conduct, our policies, or local legislation, we encourage you to speak up and report it.

Depending on the nature and severity of the issue, you may first bring your concern to your immediate supervisor. If you are a franchisee or employee, you may also submit your report through the PAPO section available on our intranet.

Limpidus Core Values

Integrity

We inspire trust and build credibility by keeping our promises, acting ethically, and encouraging the use of sustainable practices.

High Performance

We contribute to our clients' success through high-standard services based on excellence in execution.

Long-Term Vision

As a market-leading company, we aim for lasting results and relationships, focusing on mutual gains rather than short-term wins.

The Best People

We strive to attract and develop the best talent for our business, encouraging positive and professional behavior.

Unparalleled Service

We value and promote the presence of the business owner—our Limpidus franchisee—at the forefront of daily operations, ensuring better communication with clients, maximum attention to detail, flexibility, and agility.

Attention to Detail

This special attention to detail is what sets us apart—because any company can deliver the basics.

***** RECEIPT PROTOCOL *****

I hereby declare that I have received the Limpidus Code of Conduct, which I have read in full, and I commit to complying with it. I accept responsibility for fulfilling the obligations and duties as an integral part of the Limpidus system, whether as an Employee, Franchisee, or Supplier. I also acknowledge that I am aware of my responsibilities, and that failure to comply with these principles may result in the application of administrative and legal sanctions as applicable.

_____, _____, _____.

Name:

Tax ID: