

# Code of Ethics

Standards for Global Operations

Version 1.0



[limpidus.com](https://limpidus.com)

**limpidus**

# Code of Ethics

## LIMPIDUS

LIMPIDUS is committed to conducting its business with integrity and fostering ethical relationships with all stakeholders. This Code of Ethics outlines the fundamental principles that guide the conduct of employees, franchisees, and business partners within the Limpidus network.

This document is an integral part of both employment contracts and franchise agreements, and compliance is mandatory for all individuals involved in the Limpidus system.

### These principles encompass:

- Personal Respect
- Respect for Society
- Compliance with Internal Policies and Procedures
- Adherence to Business Standards
- Respect for Clients
- Environmental Responsibility
- Respect for the Company and its Interests
- Compliance with the Law

The Limpidus Code of Ethics reflects the company's commitment to integrity, respect, and responsibility in all of its relationships. This document is aligned with the Limpidus Core Values and is complemented by our policies, rules, and guidelines available on our corporate website.

### Commitment to Ethics and Transparency

Limpidus maintains an institutional whistleblower channel called P.A.P.O., which is accessible via the corporate intranet. It is a secure and confidential environment, accessible only to the Board of Directors, where reports of conduct that violate the principles of this Code can be submitted.

### Application and Scope

This Code is an integral part of our employees' contracts and the agreements signed with franchisees. It must be observed by all individuals acting on behalf of Limpidus.

### Our Purpose

To contribute to the prosperity of people and foster a safe, healthy, and sustainable work environment with the lowest possible environmental impact.

## **1. Personal Respect**

We respect all individuals regardless of origin, beliefs, age, race, or color. We do not tolerate any form of discrimination. We value the principle of equity in employment and promote an inclusive and respectful work environment.

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## **2. Respect for Society**

We act with honesty, efficiency, and courtesy in our relationships with institutions, authorities, and organized entities, as well as their representatives. We promote responsible and civic-minded behavior.

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## **3. Compliance with Internal Policies and Procedures**

We strictly comply with established corporate policies and procedures. We do not tolerate deliberate violations of internal standards.

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## **4. Adherence to Business Standards**

We do not engage in illegal business operations, participate in parallel markets, or use unethical practices in negotiations. We always act with transparency and within the bounds of the law.

## **5. Respect for Clients**

Our clients are our top priority. We act with honesty, efficiency, and courtesy, fulfilling all commitments made. We strive to exceed expectations and ensure full customer satisfaction.

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## **6. Environmental Responsibility**

All LIMPIDUS activities are carried out in compliance with current environmental regulations. We do not tolerate practices that could cause pollution or environmental risk at client sites or within our own facilities.

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## **7. Respect for the Company and its Interests**

We act with honesty, loyalty, and transparency in the performance of our duties. We do not compete with LIMPIDUS or disclose confidential information. We uphold the company's interests and reputation in all our actions.

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## **8. Compliance with the Law**

We ensure that all operations comply with applicable laws and regulations. We do not tolerate conduct, acts, or omissions that constitute crimes or legal violations.

Limpidus has implemented a Whistle-blower Policy to provide a secure and confidential communication 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 Ethics, our policies, or local law, we encourage you to speak up and report it.

Depending on the nature and severity of the issue, you may first raise the concern with your immediate supervisor. If you are a franchisee or employee, you can submit a report via the P.A.P.O. section available on our intranet.

## Questions and Reporting Channel

Questions regarding this Code should be directed to your immediate supervisor or through the internal communication channel P.A.P.O., accessible via the intranet.

Reports can also be submitted via email: [politic@limpidus.com.br](mailto:politic@limpidus.com.br)

## Limpidus Core Values

### Integrity

We inspire trust and earn credibility by keeping our promises, acting ethically, and encouraging sustainable practices.

### High Performance

We contribute to our clients' success through superior-quality services based on executional excellence.

### Long-Term Vision

As a market leader, we aim for lasting results and relationships, seeking mutual benefits without short-termism.

### The Best People

We seek to attract and develop top talent, fostering positive and professional attitudes.

### Unmatched Customer Service

We value and encourage the presence of the franchise owner—the Limpidus franchisee—in day-to-day 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—any company can deliver the basics.

### **\*\*\* ACKNOWLEDGEMENT RECEIPT PROTOCOL\*\*\***

I hereby declare that I have received and fully read the Limpidus Code of Ethics and commit to adhering to its principles. I accept responsibility for fulfilling the obligations and responsibilities as part of the Limpidus system, whether as an Employee, Franchisee, or Supplier. I also acknowledge that failure to comply with these guidelines may result in administrative and legal sanctions as applicable.

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Name:

Tax ID: