

SUSTAINABLE DEVELOPMENT POLICY

Grendene[®]

[B]³ BRASIL
BOLSA
BALCÃO



GRENDENE S.A.

Publicly Held Company

CNPJ nº 89.850.341/0001-60 – NIRE nº 23300021118-CE

Sustainable Development Policy

Grendene ("Company") contributes towards a better world by means of sustainable development in the socioenvironmental management of its operations and products, as well as in the development of people and the communities in which it operates. This Sustainable Development Policy ("Policy") drives all our actions based on three pillars: valuing and respect for people, eco-efficient operations, and lower impact products.

Valuing and Respect for People

1. To stimulate management mechanisms to promote equality of opportunities and professional development.
2. To ensure the Human Rights in the supply chain, and to repudiate any occurrence of degrading work, such as child, forced or slave labor.
3. To respect diversity and to repudiate any discrimination among employees based on gender, ethnic origin, color, age, sexual orientation, politics, religion or people with disabilities.
4. To develop social and cultural programs aligned with Grendene values. In order to benefit the surrounding communities with reputable institutions partnerships and direct company investments.

Eco-Efficient Operations

1. Continuously improve product quality, optimizing resources, increasing operational efficiency and decreasing waste generation. To do more with less.
2. To enhance socioenvironmental responsibility, environmental education and conscious resource consumption programs. And at the same time maintain energy efficiency and a low water footprint.
3. To optimize, reuse, recycle and/or eliminate waste generation in manufacturing processes. To reduce and/or, when technically and economically viable, eliminate the use of hazardous chemical products in the operations.
4. To maintain transparent, fair, and ethical relations with our stakeholders, such as employees, suppliers, surrounding communities and partners.

Lower Impact Products

1. To research and stimulate the use of renewable and recyclable materials and encourage recycling and the reuse of materials and scraps.
2. To assess the environmental impacts of products throughout the value chain – from production to consumption, including the disposal stage.
3. To prioritize the use of materials that facilitate products, packaging and accessories recyclability.

4. To optimize, reuse, recycle and/or eliminate packaging from materials and products.
5. To optimize, reuse and recycle footwear or to correctly dispose them at the end of their life cycle. To identify and employ environmentally certified materials.
6. To promote socioenvironmental education on the efficient use of the footwear and packaging raw materials. Also, analyses advantages and disadvantages during their life cycle.

Through Grendene Sustainable Development Policy, we actively contribute to 8 of the 17 United Nations (UN) Sustainable Development Goals (SDGs).



SDGs - The Sustainable Development Goals are part of a UN initiative in its socio-environmental agenda. The SDGs define the humanitarian issues that should serve as a priority in international public policies by 2030.

Administration and Implementation of The Policy

The Board of Directors is the body responsible for the approval and resolution of the Policy, and the Executive Board is responsible for the creation, execution and evaluation of the Company's results and actions.

Scope

This Policy applies to the Company and all its controlled companies, and it is certain that the provisions of this Policy must be observed by all employees and legal representatives of the Company, as well as by other interested parties who act on behalf of the Company and its subsidiaries.

Communication

The Company is committed to the disclosure and dissemination of this Policy, as well as the actions implemented and results achieved, so that all stakeholders follow the evolution of governance and corporate management on the commitment to sustainable development.

Farroupilha, August 4, 2022.

Alexandre Grendene Bartelle
Chairman

Renato Ochman
Secretary

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