

THEOS SERVIÇOS ESPECIALIZADOS E LOCAÇÕES DE EQUIPAMENTOS

– CODE OF ETHICS

Introduction

The THEOS SERVIÇOS Code of Ethics reflects our commitment to integrity and responsibility in all operations. This document serves as a guide for all professional practices, ensuring that every employee, partner, and stakeholder acts according to our core values. Our vision is to create a work environment that upholds the highest levels of integrity, accountability, and transparency in all activities.

General Principles

1. Integrity and Honesty

- Conduct all professional and commercial interactions with complete honesty and integrity, maintaining transparency and ethics in all actions.
- Avoid any form of fraud, corruption, or dishonest practices.

2. Compliance with Laws and Regulations

- Ensure strict compliance with all laws, regulations, and standards relevant to our activities.
- Promote respect for human rights and social justice in all actions.

3. Transparency and Accountability

- Ensure transparency in communications and business operations.
- Be accountable for our actions and decisions.

4. Respect and Dignity

- Treat everyone with respect, dignity, and fairness.
- Ensure a work environment free from discrimination and harassment.

5. Social and Environmental Responsibility

- Support sustainable development and environmental conservation.
- Actively participate in initiatives that benefit the community and society as a whole.

Professional Conduct

1. Confidentiality

- Protect the confidentiality of business and personal information.
- Prevent unauthorized disclosure of confidential information.

2. Conflict of Interest

- Recognize and avoid situations that may create conflicts of interest.
- Prioritize the company's and clients' interests over personal gains.

3. Quality and Excellence

- Strive for excellence in delivering services and products.
- Continuously pursue improvement and innovation in all areas of operation.

4. Safety and Well-being

- Foster the health, safety, and well-being of all employees.

- Implement safe and healthy workplace practices.

Implementation and Compliance

1. Training and Education

- Ensure that everyone understands and can apply the principles outlined in this Code of Ethics.

2. Reporting and Investigation

- Establish confidential channels for reporting ethical violations.
- Conduct impartial and fair investigations into all misconduct allegations.

3. Consequences for Violations

- Apply appropriate disciplinary measures for violations of this Code of Ethics.
- Ensure all employees understand the consequences of unethical actions.

Conclusion

The THEOS SERVIÇOS Code of Ethics is fundamental to our corporate culture and ongoing success. All employees and partners must adhere to these principles to ensure an ethical, respectful, and sustainable work environment.

Management of THEOS SERVIÇOS ESPECIALIZADOS E LOCAÇÕES DE EQUIPAMENTOS

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