

# PETROBRAS HUMAN RIGHTS GUIDELINES

Human rights are basic inalienable rights of every human being ; therefore, they apply to all people, regardless of their life situation. These fundamental rights cannot be considered selectively or ignored, and must not be disrespected by States, companies or institutions.

We are committed to the principle of respecting, raising awareness, and promoting Human Rights in our activities, and to act in accordance with the precepts of the Federal Constitution and with the international treaties and conventions ratified by the government, such as the International Charter of Human Rights and Declaration of Fundamental Principles and Rights in the International Labor Organization-ILO, as well as the institutional commitments assumed by the company such as:

- United Nations Global Compact;
- Women Empowerment Principles - UN Women;
- National Compact for the Eradication of Slave Labor – InPacto
- Enterprise Racial Equality Initiative
- Open Charter Enterprises for Human Rights
- Gender and Race Pro-Equity Program; and race.
- Declaration of Corporate Commitment to Combat the Sexual Exploitation of Children and Adolescents

This Guideline directs Petrobras operations regarding respect for Human Rights in all regions where it is present, and throughout the life cycle of its projects and operations.

## PILLARS OF OPERATION

Our work in Human Rights is guided by the United Nations Guiding Principles on Business and Human Rights, and is structured into four axes:

- 1) People Management;
- 2) Relationship with Communities;
- 3) Involvement with the Supply Chain and Partners; and
- 4) Human Rights Due Diligence

Thus defined, each axis describes the processes through which we aim to ensure the incorporation of respect for Human Rights in all areas of our business and in relations with our stakeholders, as well as identifying potential risks of Human Rights violations related to operations, products, or services provided by Petrobras, remedying the impacts we cause.

Therefore, in the items that follow, we describe specific guidelines, related to each of the four axes mentioned above, which must be pursued in the development of activities, in order to enable the achievement of the objectives intended by the Company.

## 1) PEOPLE MANAGEMENT

- a) Provide decent working conditions and a diverse, inclusive, safe, and healthy environment;
- b) Promote diversity, guaranteeing respect for differences and equal opportunities in access, compensation, and job promotions;
- c) Fight prejudice and discrimination as a result of race, skin color, ethnic origin, nationality, social position, age, religion, gender, sexual orientation, personal aesthetics, physical, mental or psychological condition, marital status, opinion, political conviction, gender identity, or any other individual differentiating factor;
- d) Prevent and curb psychological, physical and sexual violence in work relationships;
- e) Respect freedom of association and collective bargaining;
- f) Promote human rights awareness and education practices for our workforce; and
- g) Provide a corporate channel for receiving and handling complaints and reports from our workforce in the event of human rights violations.

## 2) RELATIONSHIP WITH COMMUNITIES

- a) Respect the communities where we operate, promoting the management of socio-cultural, human, economic, and environmental impacts while contributing to local development;
- b) Respect the rights of indigenous peoples and traditional communities, their self-determination, access to land, their livelihoods, and their cultural and social principles;
- c) Respect the right to an ecologically balanced environment, identifying and mitigating potential risks arising from operational activities;
- d) Act with transparency towards the communities potentially affected by our activities, providing information freely and prior to taking action through consultation initiatives.
- e) Establish a channel for complaints and objections that is accessible to the communities, remaining committed to transparent management of the treatment and compensation, when appropriate, through effective and transparent actions;

- f) Maintain channels of dialogue to strengthen community relations;
- g) Promote safety practices aligned with respect for Human Rights;
- h) Implement clarification and training initiatives with communities exposed to potential risks, in order to encourage their commitment to safety and contingency measures; and
- i) Avoid or reduce the need for permanent displacement of individuals and communities as much as possible, but when necessary, promote equal treatment among the affected social segments, implementing actions that guarantee similar or better living conditions than the existing ones, as well as the maintenance of social and cultural relationships.

### 3) INVOLVEMENT WITH THE SUPPLY CHAIN AND PARTNERS

- a) Ensure the deployment of our ethical principles and commitment to respect Human Rights with our supply chain and partners;
- b) Implement human rights awareness practices with the supply chain and partners;
- c) Require from our suppliers and partners compliance with fundamental labor principles, as recommended by the International Labor Organization - ILO; and
- d) Not tolerate the occurrence of degrading or slave-like work practices, as well as not tolerate disrespect for the rights of children and adolescents, in our supply chain, establishing preventive and punitive measures such as the imposition of fines and contract termination in case of violation.

### 4) HUMAN RIGHTS DUE DILIGENCE

- a) Identify, assess, prioritize, address and monitor risks of human rights violations arising from our activities;
- b) Remedy and repair impacts on Human Rights resulting from our activities;
- c) Monitor the effectiveness of our work in Human Rights; and
- d) To render a permanent and transparent account to our stakeholders about our performance regarding respect for Human Rights.

Our interaction with the government must be consistent with our commitment to human rights. In addition, we want to collaborate and/or participate in Human Rights initiatives promoted by the government.