Human Rights Policy

Version	**1.0 – September/2026**
Approval	**Matueté Executive Board**
Responsible area	**People and Culture**
Effective date	**From the date of publication**

1. Purpose

This Human Rights Policy aims to reaffirm Matueté's commitment to the promotion, protection and respect of human rights in all its operations, working relationships and value chain.

We recognise that respect for human dignity is a fundamental principle for building an ethical, safe, inclusive and sustainable working environment, guiding our decisions and relationships with employees, clients, suppliers, partners and other stakeholders.

2. Scope

This policy applies to:

a. All Matueté employees, regardless of hierarchical level or type of contract.
b. All companies of the Matueté group.
c. Partners, suppliers and service providers.
d. Clients and other audiences with whom we interact.

3. Our Principles

We believe that respect for human rights must be ensured for all individuals.

Our conduct and principles are founded on the principles established by the United Nations (UN) Universal Declaration of Human Rights, as well as on applicable Brazilian legislation and good practices of social and corporate responsibility.

We are committed to respecting the fundamental rights and freedoms of all people, fostering relationships guided by ethics, integrity, equal opportunities and respect for differences.

4. Matueté's Commitments

4.1. Commitment to Human Rights

Matueté believes that caring for people is an essential part of the way we do our work. Our purpose of

delighting people with rare, transformative and unforgettable experiences is also reflected in the way we relate to our employees, clients, suppliers, partners and the communities of the destinations where we operate.

For this reason, we are committed to promoting and respecting Human Rights in our relationships and activities, seeking to build an environment guided by respect, dignity, safety, diversity, equity and inclusion.

Our conduct is guided by the principles of the Universal Declaration of Human Rights of the United Nations (UN), the United Nations Guiding Principles on Business and Human Rights, applicable Brazilian legislation and our integrity and compliance code.

4.2. Respect and Dignity

Matueté does not tolerate any form of Human Rights violation, discrimination, prejudice, violence, exploitation, or moral or sexual harassment.

We believe that all people must be treated with respect and dignity, regardless of gender, gender identity or expression, sexual orientation, race, colour, ethnicity, age, disability, religion, origin, socio-economic status or any other individual characteristic.

We value the diversity of stories, experiences, perspectives and ways of being, understanding that this plurality strengthens our culture and contributes to the excellence of our work.

4.3. Responsible Labour Practices

Matueté respects and complies with the laws and regulations applicable to labour relations and Human Rights. Our commitment is also guided by the ILO Declaration on Fundamental Principles and Rights at Work, including the principles relating to:

a) Prohibition of child labour;

b) Prohibition of forced or compulsory labour or labour analogous to slavery;

c) Respect for the legal minimum working age;

d) Compliance with the rules relating to remuneration and working conditions;

e) Equality and equity in professional and pay relations;

f) Non-discrimination and equal opportunities;

g) Prevention of and action against moral and sexual harassment;

h) Respect for people's dignity, freedom and fundamental rights;

i) Living wage;

j) Freedom of association / collective bargaining.

We are committed to equal employment opportunities, without discrimination, and we are steadfast in our efforts to cultivate a diverse and inclusive working environment for all. In support of our commitment, employees are instructed to sign and comply with the integrity and compliance policy, which contains matters relating to human rights.

These practices are also applied and assessed as set out in our responsible suppliers policy.

4.4. Diversity, Inclusion and Equity

Diversity and inclusion are part of building an increasingly plural and welcoming Matueté culture.

We seek to ensure opportunities for professional development and growth based on fair and transparent criteria related to each person's competencies, deliverables and responsibilities.

Matueté is also committed to gender equity and to broadening shared responsibility for family care. As part of this commitment, it offers fathers 20 days of parental leave, extending the period provided for by law and contributing to more balanced participation in the first days of their children's lives.

We also value the inclusion of and respect for people belonging to historically under-represented groups, including women, Black people, people with disabilities, LGBTQIAPN+ people and people over 50, fostering an environment in which each person can be who they are and carry out their work with safety, respect and freedom.

From January 2027, Matueté will adopt active attraction measures through partnerships with employability organisations for Black people and refugees; affirmative vacancies for specific positions; diverse interview panels; and structured competency-based assessment criteria, as set out in our Justice and Equity policy.

4.5. Guidelines for Action

a) Employees

Matueté seeks to provide dignified, safe and respectful working conditions, valuing the professional and personal development of its employees.

We invest in development, learning, integration and well-being initiatives, understanding that people who feel respected, valued and prepared are better able to contribute to our culture.

We do not tolerate any form of discrimination, moral or sexual harassment, violence, intimidation or retaliation.

Nor do we accept any form of child, forced or compulsory labour or labour analogous to slavery.

b) Health, Safety and Well-Being

Matueté recognises that health, safety and well-being are fundamental elements of a positive working experience.

We seek to maintain a healthy and safe working environment, adopting risk prevention measures and promoting initiatives related to employees' quality of life and well-being, such as talks, workshops and various activities such as a book club and encouragement of physical activity.

Caring for people is part of our culture and must be present both in professional relationships and in the company's decisions and practices. For this reason, we offer all employees health insurance fully subsidised by Matueté.

c) Suppliers and Partners

Matueté recognises its responsibility towards the chain of suppliers and partners who contribute to the delivery of our experiences.

We seek to establish responsible and transparent business relationships. We only use suppliers that operate in accordance with current legislation, and we give priority to partners that operate in accordance with current legislation and with principles compatible with our values of ethics, integrity, respect for people and sustainability.

We do not condone suppliers or partners involved in practices of child labour, forced labour, labour analogous to slavery, discrimination, harassment or other Human Rights violations.

Whenever applicable, we seek to incorporate commitments relating to compliance with legislation and respect for Human Rights into our business and contractual relationships, as well as the commitments undertaken in our integrity and compliance policy and the responsible suppliers policy.

d) Clients, communities and destinations

Respect for people is also present in the way we design and deliver our experiences. We value responsible relationships with local partners and seek to avoid practices that could contribute to exploitation, discrimination or any form of Human Rights violation.

We seek to establish respectful relationships with local communities, valuing their culture, identity and heritage and encouraging practices that contribute to more conscious and responsible tourism.

Whenever possible, we seek to work with local partners and initiatives that value the economy and culture of the destinations, helping to ensure that tourism generates positive impacts for people and territories.

e) Monitoring and Risk Management

Matueté seeks to identify and monitor risks related to Human Rights in its operations and business relationships.

When situations are identified that may represent risks or violations, we seek to act responsibly, assessing the facts, adopting the necessary measures and promoting the continuous improvement of our practices.

5. Communication, Reports and Non-Retaliation

Matueté maintains a Whistleblowing Channel (Open Channel) open to internal and external audiences, intended for receiving reports, questions or complaints relating to possible violations of legislation, the Integrity and Compliance Policy, internal policies or the principles established in this Policy.

The Open Channel is available on our website and on the intranet, and may be used anonymously.

The channel may be used to report, among other situations:

a) Discrimination or prejudice;

b) Moral or sexual harassment;

c) Human Rights violations;

d) Child or forced labour or labour analogous to slavery;

e) Fraud, corruption or other practices contrary to ethics and integrity;

f) Non-compliance with Matueté's policies, rules or Code of Conduct.

Reports are analysed by the integrity committee together with the People and Culture area, and handled with confidentiality, responsibility and impartiality, in accordance with the applicable internal procedures.

Matueté does not tolerate any form of retaliation against people who, in good faith, use the Open Channel or contribute to investigation processes.

6. Responsibilities

All Matueté employees, leaders, shareholders, suppliers and partners are responsible for knowing and respecting the principles established in this Policy.

Leaders play a fundamental role in building a working environment based on respect, safety, inclusion and equity, and must act consistently with Matueté's values and commitments.

Likewise, suppliers and partners are expected to adopt practices compatible with the principles established herein.

7. Commitment to Continuous Improvement

Matueté recognises that respect for Human Rights is a permanent commitment and that its practices must evolve continuously.

For this reason, we seek to monitor our indicators, listen to our audiences through annual surveys such as the Workplace Climate Survey and the Census, identify opportunities for improvement and review our practices whenever necessary, strengthening an increasingly ethical, inclusive and responsible culture aligned with our purpose.

8. Review

This Policy is approved by the responsible Executive Board and published to Matueté's relevant audiences.

The Policy will be reviewed periodically or whenever there are relevant changes in legislation, in the company's practices or in its commitments relating to Human Rights.

Cases not covered or situations not addressed in this policy must be assessed by the People area and the other competent areas, taking into account the principles established herein, the Integrity and Compliance Policy and applicable legislation.