

To maintain a work environment aligned with key humanitarian guidelines, Berco Brasil references the United Nations Global Compact, which advocates for 10 Universal Principles derived from the Universal Declaration of Human Rights, the International Labour Organization's Declaration on Fundamental Principles and Rights at Work, the Rio Declaration on Environment and Development, and the United Nations Convention Against Corruption.

10 Universal Principles

1. Support and respect the protection of internationally recognized human rights.
2. Ensure non-participation in violations of these rights.

Human Rights



Labour



3. Support freedom of association and the effective recognition of the right to collective bargaining.
4. Eliminate all forms of forced or compulsory labor.
5. Effectively abolish child labor.
6. Eliminate discrimination in employment.

7. Support a precautionary approach to environmental challenges.
8. Undertake initiatives to promote greater environmental responsibility.
9. Encourage the development and diffusion of environmentally friendly technologies.

Environment



Anti-Corruption



10. Businesses should work against corruption in all its forms, including extortion and bribery.

Berco Brasil ensures appropriate protection to the whistleblower. Reports may be made anonymously or identified and should be directed to Director André Taino. For larger-scale cases, the whistleblower may contact the Headquarters Berco Trucks Components – Netherlands directly through their website, in addition to the relevant legal authorities.

Whistleblowing Channels



e-mail:
brc@bercobrasil.com
privacidade@bercobrasil.com



Phone number:
+55 (11) 4393-5202



Mail:
Rua Max Mangels Sênior, 1024 Galpão 14
CEP 09895-510 Planalto – SBC – SP – BR

Berco Brasil expects all its employees to understand and support compliance with these principles. It is essential that everyone involved in the organization's activities reports any act or sign of corruption, moral harassment, environmental damage, labor law violations, LGPD (General Data Protection Law) breaches, or any other situation that violates these principles. This ensures the protection of adopted ethical standards and helps preserve the image of Berco Brasil and everyone involved.