

DISCRIMINATORY ATTITUDES CONTROL POLICY

The BRAVANTE GROUP considers that discriminatory attitudes of any nature contribute to increasing the risk of accidents, reducing work capacity and compromising Employee relations. Because of this, the group implements the necessary procedures to make it's vessels crews and other employees aware of their responsibility of maintaining a healthy work environment.

Thus, the BRAVANTE GROUP established the following actions:

1.

The companies of the Bravante Group are secular and apolitical organizations, exclusively with for-profit purposes. The apology of any creed or ideology on their premises or on their vessels is strictly **prohibited**.

2.

The exclusion or preference based on race, color, religion, public opinion, national ancestry or social origin, which has the effect of altering equal opportunities or treatment in the Group's companies is strictly **prohibited**.

3.

Meetings with discriminatory purposes are **prohibited** in any site of the Group's Companies, whether on board a vessel or onshore.

4.

Adopting any discriminatory practice for access to the employment relationship or its maintenance, by reason of origin, race, sex, color, marital status, family situation or age (**except in this case the hypotheses of protection of the minor in accordance with current laws**[AN1]) is **prohibited**.

5.

The Group's Companies grant authority to the captains of the vessels and their managers, for the full application of these actions.



MARCELINO NASCIMENTO
CEO