# ENVIRONMENTAL & SOCIAL RESPONSIBILITY POLICY

## BLUE MOON MTC LTDA

Corporate Governance & Compliance Pack 2026

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| **Approved By** | Managing Director / Sole Shareholder |
| **Review Cycle** | Annual, or earlier upon material legal, environmental, social or business change |

### 1. Purpose and Commitment

BLUE MOON MTC LTDA ("BLUE MOON" or "the Company") is committed to conducting its business responsibly, with respect for people, communities and the environment. This Policy establishes practical environmental and social principles appropriate to the Company's technology and professional-services activities.

BLUE MOON seeks measurable and supportable practices rather than unsupported environmental or social claims. Commitments and representations made to customers, suppliers or the public must reflect actual Company practices.

### 2. Scope

This Policy applies to BLUE MOON management, employees, contractors and Company-controlled operations. Relevant expectations may also be applied to suppliers and subcontractors according to the nature and risk of the relationship.

Customer site rules and applicable legal, environmental, labor, health and safety requirements must also be followed.

### 3. Legal and Ethical Compliance

BLUE MOON will conduct its activities in accordance with applicable environmental, labor, occupational health and safety, human-rights and other relevant legal requirements.

The Company will not knowingly use environmental or social initiatives to conceal unlawful, unethical or misleading business practices.

### 4. Environmental Responsibility

BLUE MOON will seek to reduce unnecessary environmental impact through practical measures appropriate to its operations and scale.

- Avoid unnecessary consumption of paper, energy, packaging and other resources.
- Prefer digital records and electronic workflows where legally and operationally appropriate.
- Consider energy efficiency, durability, repairability and lifecycle when selecting technology equipment where commercially reasonable.
- Avoid unnecessary travel when secure remote delivery can meet the business and customer requirement.
- Use responsible disposal and recycling channels for electronic equipment, batteries and other technology waste where available.

### 5. Electronic Equipment and E-Waste

Computers, network equipment, storage devices, peripherals, batteries and other electronic assets must be managed responsibly at the end of their useful life.

Equipment containing storage media or sensitive configuration must not be discarded, sold, donated or recycled until Company or customer information has been securely removed or the media has been appropriately destroyed in accordance with applicable security requirements.

Where practical, BLUE MOON will use qualified or authorized channels for reuse, recycling or environmentally appropriate disposal of electronic waste.

## 6. Secure Disposal and Environmental Protection

Environmental disposal and information security are connected responsibilities. Storage devices, network appliances and other equipment may retain credentials, configuration, logs, certificates, customer information or other sensitive data even after operational use ends.

Asset disposition must therefore satisfy both environmental requirements and the security controls established by BM-COMP-004 Information Security Policy and BM-COMP-005 Data Privacy & Confidentiality Policy.

## 7. Resource and Energy Efficiency

BLUE MOON will seek reasonable efficiency in the use of computing resources, electricity and physical materials without compromising security, reliability or service quality.

Equipment replacement decisions should consider operational need, security supportability, performance and lifecycle rather than unnecessary replacement solely for appearance or minor incremental capability.

## 8. Responsible Procurement

Environmental and social considerations may form part of supplier and equipment selection where relevant and commercially reasonable. BLUE MOON may consider product lifecycle, manufacturer support, energy efficiency, responsible disposal options, supplier conduct and other factors appropriate to the purchase.

Environmental or social considerations do not override mandatory customer technical requirements, security requirements or applicable law.

## 9. Human Rights and Dignity

BLUE MOON supports internationally recognized principles of human dignity and lawful employment practices. The Company does not tolerate forced labor, human trafficking, slavery, abusive labor practices or unlawful child labor in its operations.

BLUE MOON expects persons acting on its behalf to treat colleagues, customers, suppliers and other stakeholders with dignity and professional respect.

## 10. Equal Opportunity and Non-Discrimination

Employment, contracting and professional opportunities should be based on legitimate factors such as competence, qualifications, experience, performance, business need and role requirements.

BLUE MOON does not tolerate unlawful discrimination or harassment. Employment and contracting decisions must comply with applicable law and must not be based on prohibited discriminatory criteria.

## 11. Respectful Workplace

BLUE MOON seeks a professional working environment free from harassment, intimidation, bullying, threats and retaliation.

Concerns involving workplace conduct may be raised through the Company's official business channels and will be reviewed proportionately and with appropriate confidentiality. Good-faith reporting must not result in retaliation.

## 12. Health and Safety

BLUE MOON will conduct its activities with reasonable regard for the health and safety of personnel and others who may be affected by its work.

Personnel working at customer facilities must follow applicable site safety, access and emergency requirements. Unsafe conditions that present material risk should be reported and, where necessary, work should be paused until appropriate guidance or controls are established.

## 13. Remote and Field Work

Remote work and remote technical delivery may reduce travel and resource use where compatible with security, service quality and customer requirements.

When field work is required, personnel must comply with customer physical-security and safety rules and take reasonable precautions relating to travel, equipment handling and protection of confidential information.

## 14. Responsible Employment and Contracting

BLUE MOON will seek clear and lawful employment and contracting arrangements, appropriate compensation practices, respect for applicable working-time requirements and professional expectations proportionate to the role.

Contractors and subcontractors must not be used as a mechanism to circumvent applicable labor, human-rights, security or ethical requirements.

## 15. Diversity and Inclusion

BLUE MOON values professional environments in which individuals can contribute based on their skills, experience and perspectives. The Company supports inclusive and respectful working relationships and equal access to legitimate professional opportunities.

This commitment does not replace objective technical, security, legal or customer requirements associated with a role or assignment.

## 16. Community and Professional Responsibility

BLUE MOON recognizes that technology and cybersecurity services can affect organizations, employees and communities beyond the immediate technical scope. The Company will seek to use its technical capabilities responsibly and in ways consistent with lawful and ethical business purposes.

Community, educational or professional-development initiatives may be supported as the Company grows, but BLUE MOON will not claim programs or impact metrics that have not actually been implemented.

## 17. Suppliers and Subcontractors

BLUE MOON expects suppliers and subcontractors to comply with applicable environmental, labor, human-rights, health and safety laws and to conduct business ethically.

Where the nature or risk of a relationship justifies it, BLUE MOON may request evidence, contractual commitments or corrective action concerning material environmental or social issues. Detailed expectations are addressed in the Supplier & Subcontractor Standards.

## 18. Reporting Environmental or Social Concerns

Suspected material violations of this Policy may be raised through BLUE MOON's official business contact channels. Reports will be assessed objectively and proportionately.

BLUE MOON prohibits retaliation against a person who raises a genuine concern in good faith or participates honestly in a review.

## 19. Corrective Action

Where BLUE MOON identifies a material environmental, social, workplace or supplier issue within its responsibility, management will determine proportionate corrective action.

Actions may include process changes, safer working practices, supplier engagement, additional contractual controls, training, remediation, termination of a relationship or other measures appropriate to the circumstances.

## 20. Measurement and Claims

BLUE MOON may develop environmental and social indicators as its operations grow and reliable data becomes available. The Company will not publish unsupported carbon-neutrality claims, emissions reductions, ESG ratings, diversity metrics or other quantitative representations without a documented basis.

Customer questionnaires and vendor assessments must be answered according to actual Company practices and available evidence.

## 21. Continuous Improvement

BLUE MOON will periodically consider opportunities to improve environmental and social practices based on business growth, customer requirements, regulatory developments, supplier capabilities and operational experience.

Improvement measures should remain proportionate to Company scale and should prioritize genuine risk reduction and responsible practice over unnecessary bureaucracy.

## 22. Responsibility and Governance

Overall responsibility for this Policy rests with BLUE MOON management. The Managing Director is accountable for approving the Policy, reviewing material environmental and social concerns and ensuring that commitments remain proportionate, accurate and supportable.

Personnel and contractors are responsible for following applicable requirements and escalating material concerns within their area of work.

## 23. Related Controlled Documents

This Policy forms part of BLUE MOON's Corporate Governance & Compliance framework and should be read together with:

- BM-COMP-001 Code of Business Conduct & Ethics.
- BM-COMP-002 Anti-Bribery & Anti-Corruption Policy.
- BM-COMP-004 Information Security Policy.
- BM-COMP-005 Data Privacy & Confidentiality Policy.
- BM-COMP-006 Quality & Service Delivery Policy.
- Supplier & Subcontractor Standards.

## 24. Review Cycle

This Policy will be reviewed at least annually and earlier following a material legal or regulatory change, significant expansion of Company operations, material customer requirement or other relevant change in environmental or social risk.

## 25. Approval

This Policy becomes effective upon approval by BLUE MOON MTC LTDA management and remains in force until superseded by a later approved version.

Approved by:

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**LUCIANO IZAIAS MAGALHAES TYE**
Managing Director / Sole Shareholder
**BLUE MOON MTC LTDA**