

Code of Conduct and Ethics Policy

This Code of Conduct is the official document that formalizes the fundamental values NetMove undertakes to respect and enforce within the company's business and the rules of conduct that employees and service providers must conduct themselves within our company and outside while representing it.

NetMove and all of its representatives, whether employees, suppliers or subcontractors, shall provide services with integrity and ethics, in compliance with applicable laws and regulations, always excluding consideration of personal advantage.

1. Ethical principles

The ethical principles below represent the fundamental values that everyone must comply with in the performance of their duties and must follow with highest level of integrity and ethics during direct activity whenever representing or negotiating on behalf of this company.

1.1 Respect for personal dignity

NetMove considers respect for the person a priority. Everyone must be treated with equal respect, without discrimination.

No conduct is permitted that has discriminatory content based on political opinion, union membership, religion, race, nationality, age, sex, sexual orientation, health status and, in general, any personal characteristic. NetMove guarantees the same employment opportunities, guaranteeing non-discrimination treatment based on merit criteria.

1.2. Moral and physical integrity

NetMove protects its employees, service providers and customers, and is committed to ensuring their physical and moral integrity, maintaining unacceptable illegal or improper actions.

Integrity is part of company's values and shall be an important personal value for each individual.

1.3. Honesty

In the relationship with suppliers, customers and third parties, NetMove acts with transparency and honesty.



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1. 4. Correction in commercial transactions

Each transaction shall be properly documented, authorized, recorded and in all circumstances verifiable. In conducting its business relationships, NetMove is guided by the principles of legality, correctness, transparency, and efficiency. In the formulation of contractual agreements, NetMove undertakes to formulate its statements in a clear and understandable way.

1. 5. Fair competition

NetMove is committed to practicing fair competition and observing all applicable laws to fully protect competition and the market. We believe that free competition is the best way to do business in a fair and healthy way.

NetMove requires that all employees and suppliers must strictly comply fully with all applicable antitrust and competition laws. We are responsible for dealing fairly and in good faith with customers, suppliers, business partners and competitor.

1. 6. Absence of conflict of interest

We must always be alert and avoid conflicts of interest that interfere with the exercise of professional discretion and impartial judgment.

Our employees must never take unfair advantage of any professional relationship or exploit others on behalf of personal or professional interests.

We repudiate and reject any action, influence or decision motivated by interests contrary to the rules that are not exclusive and legitimate of NetMove.

1. 7. Care for the environment

We respect nature and we believe that respect is one of the pillars of our culture and is in our DNA. We make clear and real commitments to our operational and administrative practices, balancing our environmental impacts with mitigation and calculated measures.

NetMove is also committed to providing quality service in order to ensure a safe and healthy workplace for our employees and our potential impact on the environment.

Our goal is not only to preserve the environment, but also to persuade others to join us in achieving a high level of awareness about ecology and environmental protection. We promote environmental awareness among our employees and encourage them to work in an environmentally responsible manner.



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1. 8. Data protection

Confidential information should not be required from customers unless it is relevant to the service.

Following current legislation regarding data protection, we must be careful with the personal data of customers, suppliers, employees, and any others that we have access to. NetMove has several measures to protect this data. This obligation is shared with all employees, who must also be aware of.

The information must be accessed only by the people who need this data to perform a service and for the time necessary for that. It must be safely disposed of as soon as they are no longer required or within the period established on our Privacy Policy.

2. Employee Relations

NetMove recognizes the value of its human resources as a fundamental and essential factor for business development and growth.

Honesty, loyalty, professionalism, professional knowledge and dedication are, therefore, among the determining factors for achieving the company's goals.

NetMove is committed to developing the skills and abilities of its people so that, within the company's business, the energy and creativity of individuals can find full expression in realizing their potential.

We reinforce our commitment to complying with child labor legislation and to combating all forms of discrimination in the workplace, including gender, nationality, religion, political opinions, trade, union membership, personal opinions and economic conditions.

2.1 Selection of personnel and management of the employment relationship

NetMove undertakes to offer all its employees the same employment opportunities, ensuring that everyone can enjoy fair treatment, based exclusively on merit and competence criteria, without discrimination. NetMove undertakes not to favor forms of clientelism and nepotism. The employee is employed based on regular employment contracts, as no form of irregular work is tolerated.

3. Our suppliers

Our relationships with Suppliers, which are part of our value chain, are based on good faith, honesty, ethics and transparency, and always seek to positively contribute to the development of all parties.



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We value the partnership relationship, considering what is good for all stakeholders. We practice free competition, transparency and impartiality in the process of hiring our Suppliers, as well as strict compliance with contracts and policies.

Our suppliers are selected and evaluated. We expect our suppliers to fully comply with applicable laws and meet our quality standards.

4. Customer relationship

All customers are treated with respect, dignity, honesty and impartiality.

NetMove undertakes to act correctly and transparently, to meet the needs of its customers, and fulfilling its contractual obligations. It is committed to protecting the privacy of its customers in full compliance with legislation on the protection of personal data.



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