

DIVERSITY, EQUITY AND INCLUSION POLICY

1. GENERAL PROVISIONS

Approved at the 7th Ordinary Meeting of the Board of Directors, held on March 16, 2023 (Version 1).

2. PURPOSE

Establish guidelines and commitments so that the performance of Companhia de Saneamento do Paraná (SANEPAR), ensures respect, inclusion, equity, and appreciation of human diversity in the development of its activities, in all regions where it is present and in all its processes.

3. SCOPE

This policy applies to all employees, interns, young apprentices, governance agents, customers, suppliers, partner institutions, and other parties related to Sanepar, in interactions and periods in which they are on the Company's premises, as well as when they are on teleworking or in a remote basis.

4. REFERENCES

- Universal Declaration of Human Rights
- National Human Rights Program (Decree 7,037/2009 / Decree 6,044/2007)
- Statute of Persons with Disabilities (Law 13,146)
- Anti-Discrimination Law and Policies (Law 7,437/1985, Law 7,716/1989, Decree 6,872/2009)
- Sanepar People Management Policy
- Sustainability Policy
- Sanepar's Code of Conduct and Integrity
- Sanepar's Normative System (SNS)
- UN Global Compact.

This Policy shall be read and interpreted together with Sanepar's Code of Conduct and Integrity and other corporate policies.

5. DEFINITIONS

a) Diversity: it is all that which is diverse, which is not homogeneous. Diversity can refer to biological or social characteristics, concerning ethnicity, culture, gender, sexual orientation, etc., all in one space.

b) Equity: Impartially recognize the right of each one, using a sense of justice distinguishing the individual characteristics and specific needs of a person.

c) Inclusion: Acts of equality between different individuals, which allow all people to participate in the activities of the environment in which they are inserted without suffering any type of discrimination.

Other complementary terms and concepts to comply with these guidelines will be progressively defined and disseminated in formal Corporate Communication channels to related parties and appear in the Diversity, Equity, and Inclusion Booklet.

6. GUIDELINES

Sanepar, as a signatory of the United Nations Global Compact, reiterates its commitment to the application of the ten principles, which confirms the appreciation and respect for human rights, rejects all forms of discrimination, and is committed to promoting and valuing diversity, inclusion, and equal treatment at all levels and processes of the company, ensuring a healthy environment with a balance between people's professional and personal lives.

Therefore, Sanepar will apply, in its processes, the following guidelines:

I – Promote respect for diversity and equity at Sanepar;

II – Combat prejudices and inequalities in the corporate environment;

III - Promote equal opportunities;

IV - Strengthen and support diversity, equity and inclusion practices in Sanepar's range of relationship;

V - Internalize diversity, equity and inclusion in business processes and corporate culture;

VI Strengthen Sanepar's image as a company committed to sustainable development;

VII - Encourage fair, equal, and respectful treatment of all people in the corporate environment, regardless of gender, color, age, sexual orientation, religion, ethnicity, or any human condition;

VIII - Ensure corporate compliance with human rights and non-discrimination.

7. RESPONSIBILITIES

7.1 DIVERSITY, EQUITY AND INCLUSION COMMITTEE

- Receive demands, discuss and propose initiatives to combat discrimination and prejudice in the corporate environment;
- Raise awareness, mobilize and encourage the promotion of equal rights and opportunities in the Company;
- Propose initiatives to promote good coexistence of plurality and diversity in the company;
- Structure and conduct, together with the People Management Department, the *Existir* Program - Sanepar's Diversity, Equity, and Inclusion Program;
- Propose corporate goals and indicators to promote diversity, equity, and inclusion at all hierarchical levels;
- Spread diversity, equity and inclusion in actions, projects and other corporate programs, across the board.

7.2 FUNCTIONAL BOARD: All individuals who work at Sanepar or on its behalf must observe the principles and guidelines established in this Policy in all their activities and relationships in the corporate environment, ensuring the strengthening of a culture of diversity, equity and inclusion.

7.3 PEOPLE MANAGERS: observe the principles and guidelines established in this policy, making decisions that are free of prejudice. Promote inclusive environments by developing diverse teams.

7.4 HUMAN RESOURCES MANAGEMENT AREA: receive, evaluate and implement recommendations arising from this policy, as an allied in formal corporate developments and in the permanent and systematic disclosure of its content to the Company's internal public.

7.5 GOVERNANCE AND COMPLIANCE AREA: receive, evaluate and implement recommendations arising from this policy regarding to the Corporately Accepted Conduct at Sanepar. Support the guidelines of this policy through reporting channels and the appropriate treatment of incidents recorded therein. Act as a partner in formal corporate developments and the permanent and systematic implementation of the content of this policy with the Company's stakeholders.

7.6 AREAS OF PLANNING AND INVESTMENTS: define criteria and requirements for accessibility and inclusion in undertakings and corporate projects at each strategic planning cycle.

7.7 EXECUTIVE BOARD: Disseminate and consolidate this policy by encouraging and engaging people managers, with cohesive and exemplary guidelines, actions, and attitudes concerning diversity, equity, and inclusion.

7.8 BOARD OF DIRECTORS: Approve the diversity, equity, and inclusion policy compatible with related parties, bringing good practices and market

experiences, encouraging respect for human diversity in the corporate environment, in a mature, ethical, and professional manner.

8 RESPONSIBILITIES

Non-compliance with the responsibilities provided for in this Policy may be reported through Sanepar's official reporting channels. Situations eventually reported directly to the Diversity, Equity, and Inclusion Committee will be reported to the Compliance area to determine responsibilities and measures to be taken according to the consequence management flow.

Failure to comply with the provisions of this policy and other rules relating to diversity, equity, and inclusion may result in the application of sanctions contemplated in the Consequence Management fundamentals of Sanepar's Integrity Program, regardless of administrative, civil, and criminal responsibility.

9 REVISION

This policy must be reviewed periodically. Reviewing the policy will require prior communication to the departments responsible for maintaining the affected standards so that they can be reviewed, maintaining coherence with the policy.

10 FINAL PROVISIONS

Doubts regarding the interpretation of this Policy should be sent to the Diversity, Equity and Inclusion Committee, which will seek to resolve with the support of Sanepar's People Management, Governance and Compliance and Legal areas.

This policy will become effective on the date of its approval by the Board of Directors.

11 HISTORY

Version		1		
Managing Area		DA		
Confidentiality		External Audience		
Version	Date	Person in Charge	Approved by	Change Description
1	03/16/2023	DA	Board of Directors	First Issue