

Program
Toxgether

Annual
Report **2021**

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Técnica de Investigación

NAVEGUE

Together



1. PRESENTATION

Oxiteno believes in the wealth of a diverse team and in the strength of the connection between people. Thus, we have been working in recent years to build an increasingly diverse, inclusive, respectful and plural work environment that seeks equality.

Every day, Oxiteno fulfills its purpose: to contribute to people's well-being through chemistry. And understands that well-being is intrinsically connected to respect for differences. This journey resulted in TOGETHER – Diversity & Inclusion (D&I) program, which seeks, with multiple actions aligned with the 2030 Sustainability Plan, to create an increasingly welcoming company that values respect, ethics and equal opportunities for all.

As a result, we work with three pillars: Corporate Governance, People Development and Communication. A transversal initiative with the intention of making Together a project of Oxiteno as a whole.

As a result, we work on three pillars: Corporate Governance, People Development and Communication. A transversal initiative with the intention of making Together a project of the entire Oxiteno. Despite a challenging year caused by

the pandemic, the program took root and branched out in 2021. Through it, Oxiteno reaffirms its objective of developing a management model that generates superior results, values people and promotes the evolution of the work environment. Committed to generating value for current and future generations, the company sees Diversity as opening doors so that plurality and differences in various areas are contemplated, expanding visions and seeking agile and innovative solutions. In Inclusion, in turn, is the guarantee of working conditions and opportunities in a welcoming, healthy, respectful and participatory environment, which values human beings above all, protecting their dignity and valuing their potential, regardless of any characteristic or condition.

In this report, are the actions carried out by Together from January to December of 2021. Each step strengthens the search for a balance between economic prosperity, the principles of ethical governance.. Oxiteno, in yet another commitment to transparency, discloses here the annual development of its Diversity & Inclusion program. Happy reading!

Simone Albuquerque
Global Human Resources Director

Fabiana Ianhez Buzzutti
Researcher





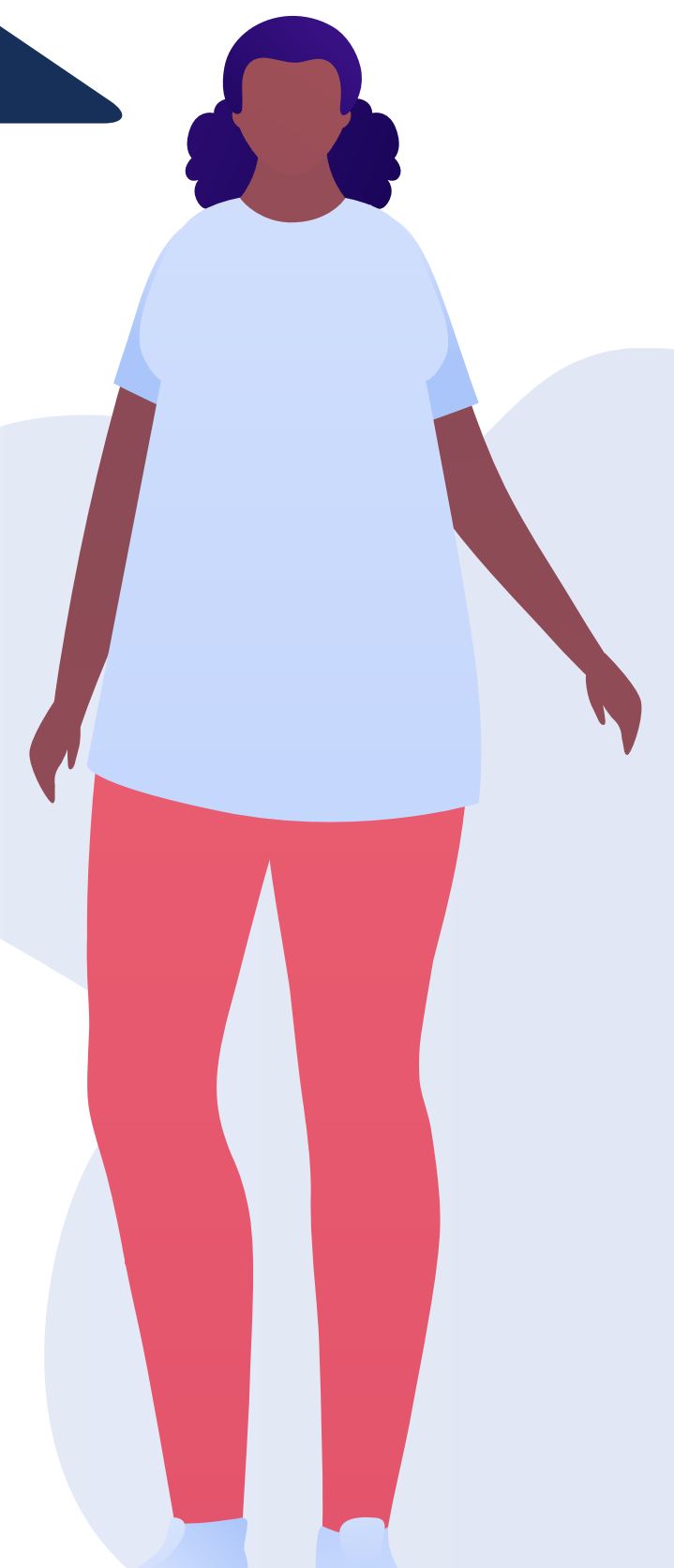
2. MANIFEST

We are a solid and sustainable organization that executes its strategy and expands its borders.

Through various actions and in line with the Sustainability Plan, our commitment is to an increasingly diverse, inclusive, respectful, plural company that seeks equity.

I. "Diversity" means the plurality of differences of any and all persons, including, but not limited to, differences related to biological sex, gender identity, skin color, race,

II. "Inclusion" means providing conditions and work opportunities for the inclusion of Diversity in a welcoming, healthy, respectful and participatory environment, regardless of any characteristic or condition.



We value ethics and transparency in the pursuit of our goals and in the relationships, we build internally and externally, based on respect, integrity and the well-being of all.

We believe that respect for human dignity in work relationships is inherent to our business, and we expect attitudes and behaviors that reflect this position to be adopted by our internal and external public, in Brazil and in the world. Our value and premise is the appreciation of people. That’s why we fight and do not tolerate any type of discrimination, be it age, gender, sexual orientation, race, color, disability, religion, marital status, nationality, gender expression, migratory status, ethnic origin, language, appearance, etc.



Our Diversity and Inclusion policy establishes the commitment to take, on an ongoing basis, actions, policies and practices aimed at:

- ◆ Valuing mutual respect and equal opportunities for all;
- ◆ Ensuring that our employees have access to resources necessary to develop professionally;
- ◆ Encourage an environment of diverse and inclusive work, where all relationships are based on respect and ethics, encouraging the prompt reporting of any potential incident discrimination, harassment, intimidation or any other contrary to our values, our Code of Ethics and any legislation in force in each country where we have a presence, no matter who the alleged offender. It will also be a violation of this policy to retaliate in any way to a person who has made a complaint in good faith regarding discrimination, harassment or intimidation, and the employee must who feels retaliated, report such fact to the appropriate authorities.

We will promote proactive actions, aimed at building an inclusive organizational culture and an environment of physical security and psychology for all people. Therefore, it is essential that all involved (our internal public and external public) are knowledgeable and multipliers of this policy.

If you have any questions, contact the D&I Committee. For complaints, use the Channel Open Ultra.*

Note (applicable to the United States)

In addition to the Open Channel Ultra, the US employees can use our Open Door Policy alerting your direct supervisor, any HR representative or other member of leadership.

***How to talk to the Open Channel**

BR: 0800 7017172
www.canalabertoultra.com.br

UY: 000-416-205-2740
<http://canalabierto.com.br>

MX: 800-099-0646
<http://canalabierto.com.br/>

US: 1-800-880-6491
www.openchannel.com.br



Wilson Pastor
Movement and
Materials Controller

Gabriel Luiz
Baldini Michigami
Chemical Process
Engineer

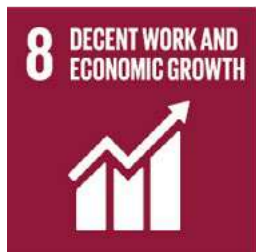
Lincoln Junior do
Nascimento Cruz
Production Operator

3. GOVERNANCE

Oxiteno works on the basis of a solid governance structure with ethics, transparency and integrity as themes that constitute its values and that permeate all its actions. Together was born with an action based on the premises of this governance: the appreciation of open dialogue and clear and reliable communication.

Created in 2020 to promote actions that strengthen Diversity & Inclusion within Oxiteno, the program is the result of internal reflections. With the creation of the 2030 Sustainability Plan, diversity was consolidated as one of the pillars of the global commitments signed by the company and actions were projected for the following three years..

A signatory to the UN Global Compact, Oxiteno is aligned with the SDG agenda, the Sustainable Development Goals, and Together is yet another journey to reach them. The Diversity & Inclusion program directly impacts three of them: SDG 5: Gender Equality; 8: Decent work and economic growth; and 10: Reduction of inequalities. In addition, of course, to supporting the steps to achieve so many other goals.





Rafael Ribeiro dos Santos
Chemical Operator

Bianca Mishitokukado
Chemical Process Operator

2020 was the year to structure the D&I program, develop the policy to support it, prepare the support areas (Internal, External and Human Resources Communication) and raise awareness among leaders. 2021 was the time to put the premises into practice and engage employees, taking into account that the Together Program projects are anchored in three pillars: Corporate Governance, People Development and Communication.

The Governance of Together was established with the creation of three complementary cores: the **Strategic Committee**, the **Tactical Committee** and the **Affinity Groups**.

The **Strategic Committee** is composed of members of the Oxiteno Board of Directors, who are responsible for the strategic direction regarding Diversity and Inclusion within the organization. From this instance, the general guidelines to be applied in the other layers of the program emerge, always aligned with innovation and sustainability, which are in Oxiteno’s DNA.

Comprised of professionals from different areas, the **Tactical Committee** intends to make the discussion on the topic of Diversity & Inclusion within Oxiteno transversal. The group organizes actions, updates plans and corrects certain routes. In 2021, the Tactical Committee was important to implement actions in different sectors of the company, namely Talent Acquisition, Legal, Procurement, Sustainability, Communication, HR and Compensation and Benefits. It is this nucleus that was responsible for analyzing the effectiveness of the proposals of the Affinity Groups, in addition to understanding the implementation stage of each one and thinking about the next steps.

Affinity Groups are formed by employees who belong to, or are allied with, vulnerable groups, or who are curious to learn about the topic of Diversity & Inclusion. Today, there are four: Gender - Women, People with Disabilities (PWD), LGBTQIA+ and Race and Ethnicity. Each one is composed of approximately twenty people, who signed up voluntarily and have two sponsors invited to be at the head of the group for a year. After definition of its mission and objective, each group started to promote monthly discussions, build dialogues among employees and share ideas and proposals with managers and leaders..

The Affinity Groups are, in themselves, diverse, contemplating the possibility of including people whose identities are not in the nomenclature of the nucleus. Men can join the women’s group, non-disabled people can join the disabled group, and so on. By allowing allies and interested parties to enter the discussion topics, Affinity Groups amplify the reach of the debates housed in them.



Together’s success is totally linked to the integration of the work of different areas.

Role of the Organizational Development (OD)
area To be the guardian of Together. Make it transversal within Oxitenó, promoting the structure for the start of the program, as well as the frequent monitoring of the Tactical Committee and Affinity Groups to ensure, with the support of the consultancies, that Oxitenó becomes a company that is increasingly more diverse and inclusive.



Role of the Sustainability area
Contribute to the creation of parameters that allow the dissemination of indicators outside the organization, through the Sustainability Report. Systematize, in partnership with the Organizational Development area, answers to questions related to D&I and show shareholders, society, customers and suppliers how our company is committed to this issue.

Roles of the Internal and External Communication areas
Support the construction of Together’s identity, create Oxitenó’s institutional positioning regarding D&I, defining the key messages, in addition to being responsible for internal and external communication actions. Communication also aims to participate, together with the Organizational Development area, in the construction of engagement actions, such as commemorative lives, among others.

In 2021, Together sought assertiveness and collaboration and, for that, it relied on the expertise of consultants that already worked in the corporate implementation of actions aimed at Diversity & Inclusion.

- ◆ **Guilherme Bara** – The consultant responsible for sensitizing Oxitenó’s leadership, as well as supporting the implementation of the Tactical Committee and providing guidance on materials developed for D&I;
- ◆ **Travessia** – Consultancy responsible for implementing and monitoring the Affinity Groups in Brazil, in addition to guiding the MAC and USA regions to start raising local HR awareness on the subject. It was also the consultancy that supported the beginning of the formation of the local Tactical Committee;
- ◆ **Carlotas** – Consultancy responsible for developing the Diversity and Inclusion and People with Disabilities trails, in addition to creating the guide for leaders on people with disabilities;
- ◆ **Special Opportunities** – Consultancy responsible for supporting the recruitment and selection of people with disabilities;
- ◆ **Inklua** – Consultancy responsible for supporting recruitment and selection through the active search for people with disabilities, with the appropriate profile and skills for our vacancies;
- ◆ **Specialisterne Brasil** – Social organization that works in the training and professional inclusion of people with autism. Worked in the IT and Legal areas in 2021.

4. GENDER – WOMEN

4.1. Introduction

Our mission is to support the creation and maintenance of spaces to enable reception, appreciation and equality of opportunity for all employees.

Bianca
Mishitokukado
Chemical Process
Operator

WOMEN



Together

4.2. Affinity Group

Among the objectives is to support the creation of programs, actions, practices and policies of gender inclusion, through studies and research on pay equity, favorable working conditions, benefits and encouraging development and leadership. Another goal is to assess current conditions of work for women and propose necessary changes across the enterprise, including with regard to accessibility of resources. Not forgetting the actions internal and external support groups for women with more social vulnerability.

4.3. Education and Engagement Actions

In 2021, the debate center managed to hold spaces for dialogue, create relationship networks and raise awareness on the most varied topics related to gender equality. For International Women’s Day, the message “You can be whatever you want” was disseminated among employees. The objective was to reinforce that each person decides their own path and finds their own potential as a human being, in addition to skills to be developed. all identity visual was attended by Oxitenos employees, who also took part in other actions in March.

The live “Mulheres que Inspiram” included several areas of Oxitenos and a panel on female empowerment. The women present shared their trajectories and experiences with the other collaborators, in a safe and welcoming exchange space.



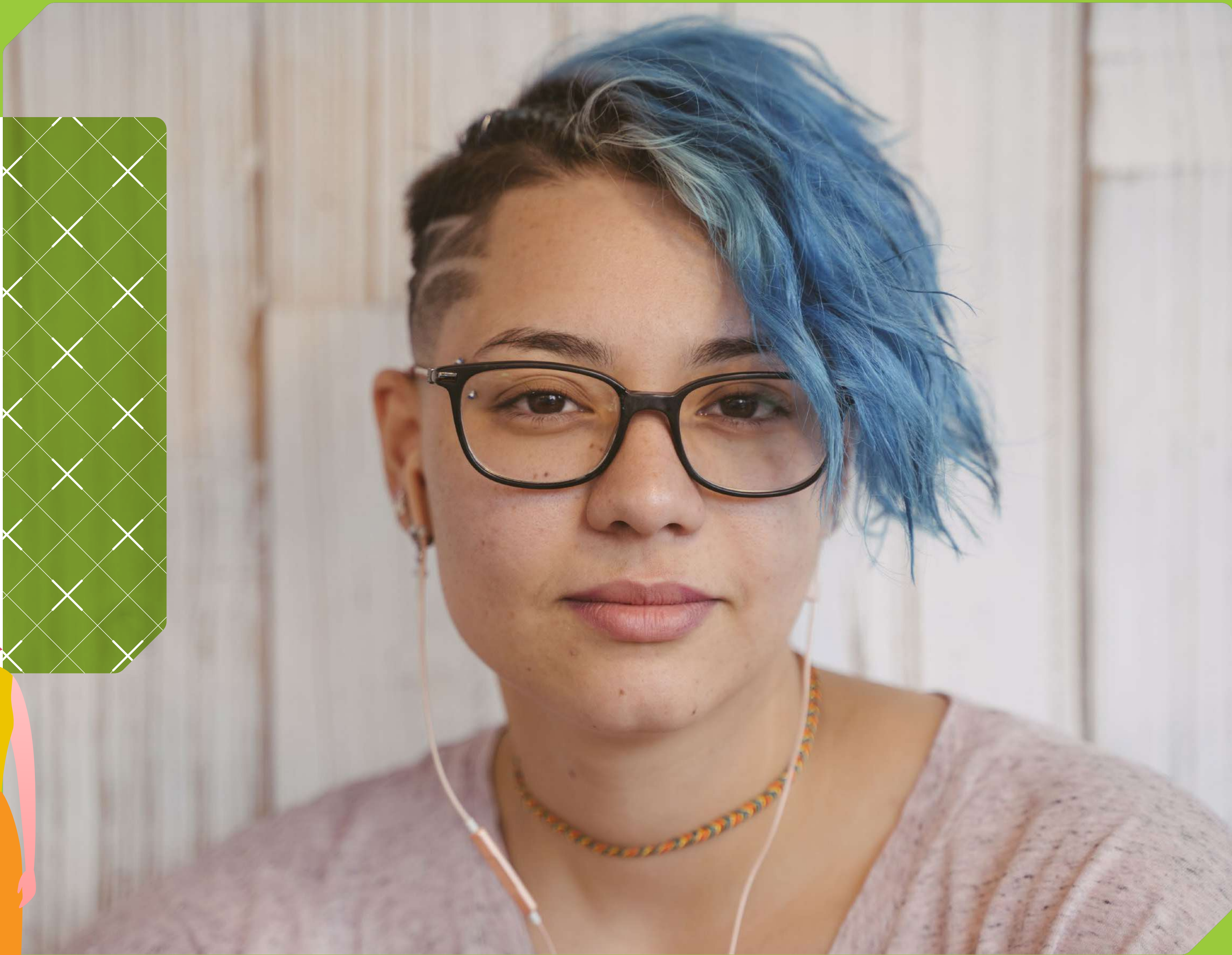
Live “Women who Inspire”



Posts with personal stories on Workplace

4.4. Achievements

In line with the goals set by the group, in 2021, Oxitenó signed a commitment to the Equity is Priority: Gender Program. Its goal is to have 50% of senior leadership occupied by women by 2030. The program is an accelerator of the United Nations Global Compact, supported by UN Women, which demands bold actions for the inclusion of women in leadership positions in business. To develop a management model that values and promotes the evolution of people is one of the goals of Oxitenó's 2030 Sustainability Plan and, as a signatory of the Brazil Network of the Global Compact, the company has worked to contribute to the UN's Sustainable Development Goals.



5. RACE AND ETHNICITY

5.1. Introduction

We want to increase ethnic-racial diversity in Oxiteno, as well as sensitize and make leaders and other employees aware of this diversity in the company.



Lincoln Junior do Nascimento Cruz
Production Operator

ETHNICITY



5.2. Affinity Group

Among the objectives is, to ensure a safe, respectful place For all people, to promote knowledge about race and ethnicity, as well as to make the company a space that represents the ethnic-racial diversity of the Brazilian population at all hierarchical levels.

Members are equally committed to provide support and information on issues of race and ethnicity so that Oxiteno can achieve its mission, promoting actions to review the company policies, in addition to campaigns and internal processes for valuing differences.

5.3. Education and Engagement Actions

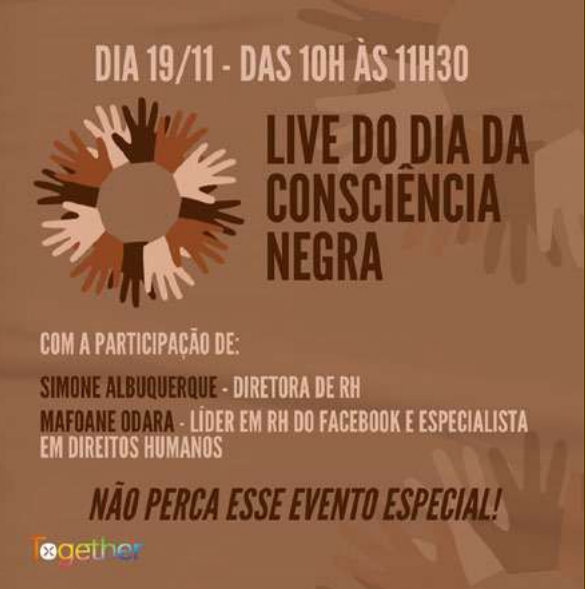
Atenta a estos compromisos, el Día Nacional de la Conciencia Negra, celebrado el 20 de noviembre, estuvo marcado por una serie de acciones. Difundimos una Guía de Palabras sobre el racismo y destacamos tres grandes nombres de la historia brasileña en la lucha por la igualdad y el Keeping an eye on these commitments, the National Black Awareness Day, celebrated on November 20, was marked by a series of actions. We published a Guide of Words on racism and highlighted three great names in Brazilian history in the fight for equality and respect.

We also had the Black Awareness Day live, which brought together Oxitenos employees and a special guest, the Human Resources Leader for Latin America at Meta (Facebook), Mafoane Odara. This was a moment dedicated to reflection on ethnic-racial equality.



5.4. Achievements

2021 was a special year. Oxitenos won the Ethnic-Racial Diversity Seal in the Commitment category, offered by the Municipal Department of Reparation (SEMUR), an agency of the Salvador City Council (BA), responsible for public policies for the Promotion of Racial Equality. The company was recognized for its commitment to complying with guidelines aimed at promoting ethnic diversity and combating racial discrimination in the workplace.

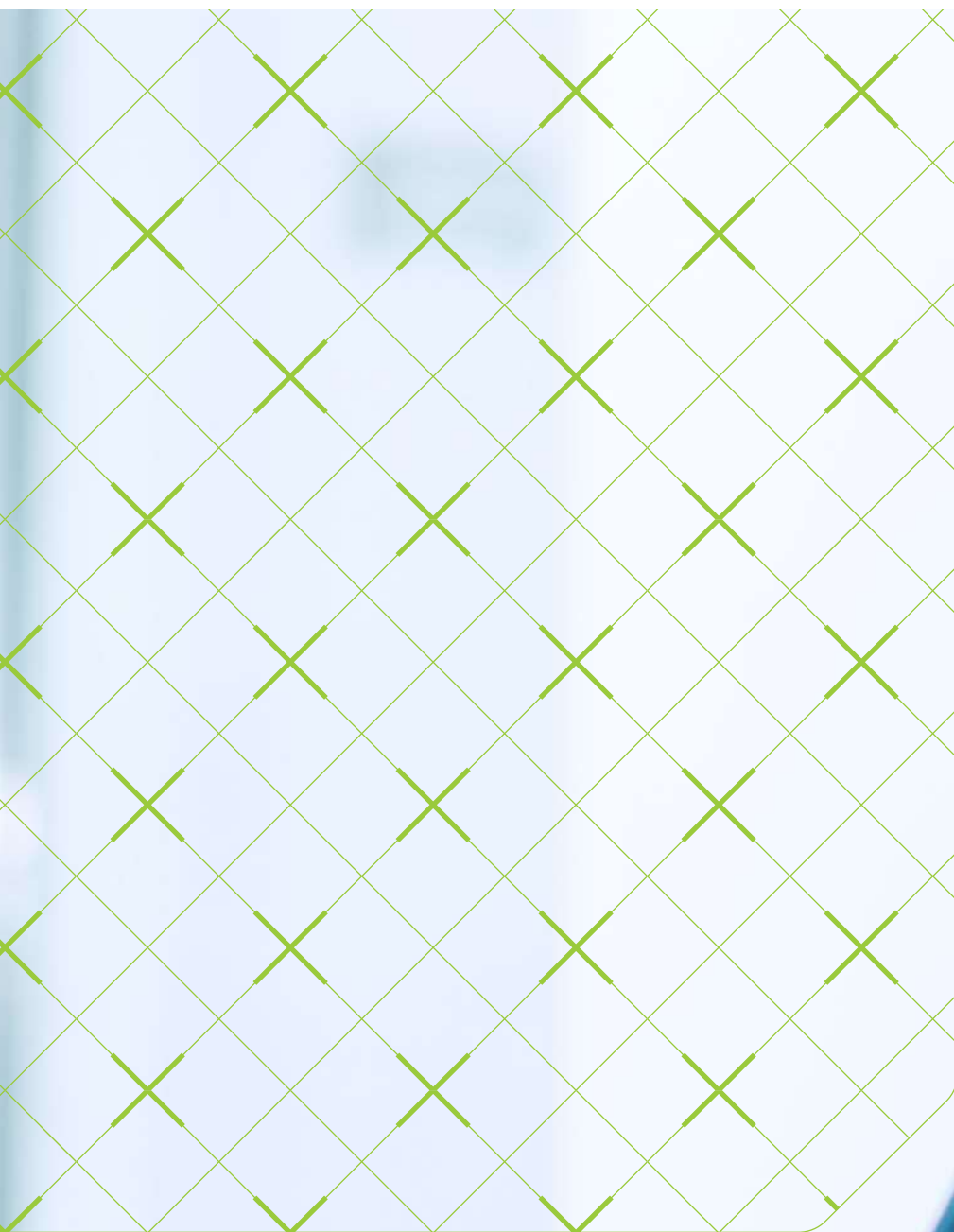


DAY 11/19 – FROM 10:00 AM TO 11:30 AM
BLACK CONSCIOUSNESS DAY LIVE
With the participation of:
Simone Albuquerque – HR Director
Mafoane Odara – HR Leader H H. DE Facebook and
human rights specialist Don't miss out on
this special event!

6. PEOPLE WITH DISABILITIES

6.1. Introduction

The defined mission is to promote an accessible, healthy and safe place for people with disabilities, where awareness, inclusion and equal opportunities can create a company where everyone, with or without disabilities, can learn, improve and develop in an integrated way.



PEOPLE WITH DISABILITIES



Toxgether

6.2. Affinity Group

Among the group's objectives is to work on awareness of leaders and teams, as well as to carry out awareness-raising, integration and creation of opportunities that foster an inclusive and pleasant environment. In addition, we want to promote knowledge and people's awareness of the types of shortcomings and their particularities.

Set guidelines that promote an amazing journey of development and growth for people with disabilities, from onboarding to offboarding, also is part of the goal of the PCD affinity group.

6.3. Education Actions and engagement

2021 was a milestone for Oxitenor in promoting actions aimed at people with disabilities. Firstly, on the 21st of September, we celebrated the National Day of People with Disabilities. At the occasion, we carried out publications about our role in the inclusion of these people. For the International Day of people with Disabilities, celebrated on the 3rd of December, we managed to mobilize and bring awareness to the whole of Oxitenor.

Among the actions, we had an exclusive live to talk about the inclusion of people with disabilities, as well as communications about PWD in the job market and ableistic expressions that we should not use.



What a botch! Here “blunder” is in the wrong sense, that is, people who limp walk wrongly, correct? Of course not. Better to use: “I’m wrong” or “I care less”

6.4. Acquire

2021 was a year of evolution in the processes of Talent and Acquisition, regarding the hiring and retention of people with disabilities. Today we have the presence of two specialized consultancies on the topic to improve the process of hiring, generating more opportunities. And, furthermore, the strengthening of partnerships existing in the hiring of people with intellectual disability.

Oxitenor has taken a very important step with the creation of Maya, our Brazilian language virtual translator of sign language. In partnership with the company Hand Talk, we have implemented it on our institutional website For the option of virtual translation for people with hearing impairment. With that, we continue on our journey of making the company ever more diverse, welcoming and inclusive.



7. LGBTQIA+

7.1. Introduction

Our mission is to be a reference company in inclusion in the chemical sector, creating a safe place for LGBTQIA+ people to join, grow, develop and be authentic in the organization.

L G B T Q I A +



Together

7.2. Affinity Group

With the LGBTQIA+ group, we want to promote discussions that generate knowledge, demystifying prejudices and/or barriers related to the topic.

Furthermore, we want to support initiatives, practices and policies that generate more attraction and retention of LGBTQIA+ talent.

We also wish to create and support a respectful and inclusive environment Where LGBTQIA+ people feel comfortable speaking out, being their authentic selves and expressing themselves freely.



7.3. Education and Engagement Actions

Bringing issues related to the LGBTQIA+ group into Oxiteno was a very special and impactful moment. Our journey of actions and awareness began on May 17, the International Day against Homophobia. The objective was to reinforce that, in addition to being a day against homophobia, Oxiteno says yes to plurality. The company also reinforced Ultra’s reporting channels (for cases of reporting prejudice against an employee).

In addition, in June, when the month of Pride is celebrated, we had several affirmative actions. The highlight was the International LGBTQIA+ Day Live with a very special chat between Arthur Felipe Souza Jorge, Global Manager of Organizational Development, and Alberto Slikta, US COO. The objective was to bring the executive’s personal story, in addition to sharing his experience as a gay professional in the chemical industry over the past 30 years.



Publication of videos on Workplace with real stories from our colleagues



In addition, we had publications with reflections on the Diversity and Inclusion journey at Oxiteno and the theme LGBTQIA+, as well as the dissemination of the real life stories of our collaborators. They talked about their personal and professional lives, as well as their challenges and joys.



Live of the International LGBTQIA+ Pride Day

8. TRANSVERSAL ACTIONS

In addition to the specific actions developed and implemented in the Together centers, Oxiteno invested in the application of transversal actions, especially focused on the training front, on raising awareness and educating managers and employees. In addition to communication and engagement actions, aiming to support the formation of teams and the transparency of processes.

8.1. Communication

In yet another opportunity to go beyond Brazilian borders to disseminate a culture of diversity and inclusion, in October 2021, Oxiteno held the live Vieses Inconscientes for all employees in Argentina and Uruguay, with a focus on sensitizing the teams and initiating the discussion in these countries. The consultancy Travessia supported the conversation about the prejudices that manifest themselves silently and the biases that guide human choices even when people don't realize it.

And to strengthen the engagement of the theme, which addresses important content for the discussion on D&I, we also have the publication of two monthly contents for employees. The first is the newsletter "Moments of Learning", aimed at members of Affinity Groups. The other is the newsletter published on Workplace with a focus on raising awareness of the topic and providing important information for the discussion on diversity and inclusion. In the months of commemorative dates, the newsletter is dedicated to the group honored on the occasion.

8.2. Training and Workshops

Leadership sensitization involved workshops and discussions to intensify managers' view of themes related to diversity and inclusion. In the first half of 2021, Oxitenó offered the Workshop of Inclusive Leadership, in partnership with the consultant Guilherme Bara. With the objective of engaging and mobilizing leaders in order to put corporate guidelines into practice, the activity strengthened the understanding of the values that guide Together.

The second half of 2021 hosted another workshop, related to the inclusion of people with disabilities in the labor market. With the collaboration of the Opportunities Especial Consultancy, Oxitenó organized groups for all the leaders of the manufacturing units in Mercosul, with the intention of providing support and security for hiring of people with disabilities. The inclusion of people with disabilities in the labor market is part of humanized management, in addition to expanding diversity and combating prejudice.

Oxitenó believes that discoveries that allow genuine openness to diversity come from information. Thus, it constantly invests in an environment of continuous, challenging learning that stimulates the growth and development of employees. Diversity and inclusion are the focus of this company's investment and are covered by OxiEducation, Oxitenó's education and training portal.



8.3. Cases

The structuring of a transversal policy of Diversity & Inclusion gave Oxitenó some highlights.

Oxitenó's Diversity & Inclusion case was published on the HR Management page, with emphasis on together's achievements, such as significant growth representativeness in the staff and the maturing of debates related to the central theme from the program. Among other mentions, the publication also cites the Trainee Program, which invites diverse people to sign up. Yet another commitment to inclusion and equity by Oxitenó.



9. NEXT STEPS

Oxiteno sees another promising year ahead. Therefore, the planning of actions for 2022 was designed and the implementation of the next steps for the development of Together is already underway.

Among the company's main commitments is the elaboration of a census of Diversity & Inclusion, for an accurate diagnosis of our scenario and the advances of Together. The implementation of a dashboard on the topic is also planned, so that the entire organization can view metrics, information, and key program indicators

Finally, Oxiteno plans to implement a Development Acceleration Plan for People with Disabilities, with the objective of allowing these employees to be in all areas of the company, in addition to administrative, operational, coordination and management positions that they already occupy.

Actions in partnership with customers, maintenance of existing activities with the supply chain and expansion of improvements in the organization's physical structures are also planned.

Oxiteno also plans to expand the Affinity Groups, with the opening of new vacancies for participation in the debate centers. The Groups occupy spaces in the company, with many employees willing to voluntarily participate in the conversations contemplated there. Although the company already has more than half of its board of directors and a third of its senior leadership occupied by women, among the actions for 2022 is the creation of an exclusive Leadership Development Program for Women. The objective is to develop them to ascend or occupy new leadership positions, being more confident, able and stimulated for this challenge.

Oxiteno arrives in 2022 prepared for the challenges and committed to the continuous development of its strategies that collaborate for integral sustainable development.

ABOUT THE REPORT

Oxiteno has published its first Diversity and Inclusion report. This material was prepared based on the actions carried out in 2021 and presents the main results in a transparent way.

CREDITS

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Note: The quantitative data cited in the Together Report can be found in the Sustainability Report

Together