

FLASH ENGENHARIA CODE OF CONDUCT AND ETHICS

This Code of Conduct and Ethics applies to all collaborators of FLASH ENGENHARIA, including permanent employees, temporary workers, outsourced personnel, apprentices, interns, suppliers, clients, and business partners. Our commitment is to act with integrity, ethics, and responsibility in all our actions.



• CORE PRINCIPLES

- Integrity;
- Responsibility;
- Respect.



CONFLICT OF INTEREST

Conflicts of interest arise when an individual has personal interests that may interfere with their ability to act impartially or in the best interests of the organization.



ANTI-CORRUPTION

FLASH ENGENHARIA maintains a zero-tolerance policy towards corruption. This includes the prohibition of any unlawful practices such as bribery, fraud, or undue favoritism.



ANTI-MONEY LAUNDERING

The company enforces a strict policy to prevent money laundering and other illegal financial practices. No employee shall engage in suspicious transactions or in activities that may be associated with money laundering. Any such occurrence must be promptly reported to management for investigation.



RESPONSIBILITY FOR RIGHTS AND MUTUAL RESPECT

We value diversity and ensure a workplace free from discrimination, harassment, or any form of disrespectful behavior. All employees have the right to work in an inclusive environment where their rights are upheld, and their contributions are recognized.



WORKPLACE ENVIRONMENT

At FLASH ENGENHARIA, we foster a respectful environment that upholds dignity, mutual trust, and the well-being of all. We reject any form of child labor or forced labor and are committed to maintaining a safe, healthy, and ethical workplace, ensuring respect for the rights of all employees.



RELATIONSHIPS WITH CLIENTS, SUPPLIERS, AND COMPETITORS

FLASH ENGENHARIA strives to build relationships based on transparency, quality, and respect. We value fair and ethical business practices, promoting trust and cooperation with our clients, suppliers, and competitors. Our goal is to meet client needs while maintaining innovation and excellence in our services.



ENVIRONMENTAL PROTECTION

We are committed to environmental preservation by adopting sustainable practices that minimize the environmental impact of our operations. FLASH ENGENHARIA strictly complies with environmental regulations and continuously seeks ways to promote sustainability across all projects.



WHISTLEBLOWING CHANNEL

We encourage employees, clients, and partners to confidentially report any irregularities or violations of this Code through the company's Compliance channel. We guarantee that all reports will be taken seriously, the anonymity of whistleblowers will be preserved, and applicable laws will be respected.



INFORMATION CONFIDENTIALITY

Protecting sensitive information is essential. All data related to FLASH ENGENHARIA, including information about employees, suppliers, and clients, must be treated as confidential.



DATA PROTECTION

FLASH ENGENHARIA is committed to data protection, ensuring the privacy, security, and responsible use of personal information in accordance with the Brazilian General Data Protection Law (LGPD).



RESPONSIBILITY FOR COMPLIANCE

Each employee is accountable for their own actions and has a duty to report any violations of this Code of Conduct to leadership or through the appropriate reporting channels.

In case of non-compliance, corrective measures will be taken as outlined in internal policies, ensuring the proper application of disciplinary and preventive actions.