

Sustainability Report of 2022





Table of Contents

LETTER FROM THE PRESIDENT	4
REPORTING PRACTICES	6
About the Report.....	7
ORGANIZATIONAL PROFILE	9
The Company.....	10
Viapol Numbers.....	12
Timeline.....	13
Structure.....	14
Brands.....	15
Solutions.....	16
Initiatives and Participations.....	17
The Future.....	18
STRATEGY AND MANAGEMENT	19
Code 168.....	20
Guidelines of the Code of Conduct and Ethics.....	21

GOVERNANCE	22
Governance Practices.....	23
Governance Structure.....	24
Risk Management.....	24
STAKEHOLDER ENGAGEMENT	25
Internal Public – Our People.....	27
Customers.....	33
ENVIRONMENTAL RESOURCE	34
Environmental Management System.....	35
Water and Effluents.....	36
Emissions.....	38
Energy.....	39
Waste.....	40
ESG AGENDA	41
Goals.....	42
GRI CONTENT SUMMARY	43
CORPORATE INFORMATION	47

LETTER FROM THE PRESIDENT

GRI 102-14 | GRI 102-15



Viapol

It is with great pride and satisfaction that I write the opening pages of the first **Viapol Sustainability Report**.

In just completed 33 years of activity in the market, we maintain an ongoing commitment to the Environmental, Social and Governance agenda (ESG) and the United Nations (UN) Sustainable Development Goals (SDGs).

Therefore, the creation of this document, in accordance with the guidelines of the Global Reporting Initiative (GRI), is an essential step in our journey towards sustainability and accountability to employees, customers, partners, suppliers and communities present in the **Viapol** ecosystem.

For us, cultivating a responsible, transparent organizational culture, of active participation in society and that aims to care for the environment is the foundation of a stable and long-lasting company. In this way, we seek to build a mindset based on these values at all levels of the company, but mainly in our leaders, so that they can be taken as an example by others. From the incorporation of **Viapol** to the **RPM Group**, we also adopted the **Philosophy 168**, which proposes us to do “the right things, in the right way, for the right reasons” – a reinforcement of the conduct that we have followed since our foundation, in 1990.

I am part of Viapol for 35 years, when the company was in the preconception phase, going through the first and insecure years of life until arriving at the consolidated company of today, and I see how this strong foundation of education, culture, seriousness and ethics created a respected organization, that managed to survive several challenges over three decades.

I think of the construction market, both in Brazil and worldwide, as a sine wave. This is a volatile sector that, while being an undisputed pillar of the economy, is also exposed to changes in the global scenario, the financial panorama and distrust regarding employability. These are sensitivities that affect the entire segment chain and generate apprehension about the future.

For example, already on the first day of operations of Viapol, on March 15, 1990, we needed to adapt to the arrival of the Collor Plan and, in more recent years, we were subject to the impacts of the COVID-19 pandemic, a period that brought great lessons and changes to our strategic plan.

I am very proud to say that, through the effort and commitment of our employees, added to our 168 mindset of transparency, respect and trust (which resulted in the creation of our crisis committee, one of the greatest legacies we took from the pandemic), we were able to circumvent adversities, keeping the market supplied while caring for everyone's health, well-being and safety.

As a result of these actions and the good market momentum, as the construction sector expanded by 17.7%¹ in the last two years, we ended the 2022 fiscal year with a sales growth of 21%. These achievements give us the breath and optimism to continue the pace, even when 2023 presents a moment of retraction and high interest rates in construction projects.

One of the great opportunities of the civil construction sector is its constant demand for technological evolution. Therefore, we are constantly modernizing to keep our operations in full operation. Among the strategies for 2023, I highlight: **a)** to constantly invest in the development of new products, using the partnership with our headquarters at the RPM Group, which has more than 140 factories around the world, with different products; **b)** to technically strengthen our team of professionals through continuous training; **c)** to invest in technology and quality of solutions (in 2022, our line of Torodin asphalt membrane won the IBI - PQ-IBI Product Quality Program Certificate for waterproofing, audited by IBELQ, credited by INMETRO); **d)** to improve our digital transformation with a focus on serving customers and end consumers; **e)** constantly invest in new production processes and automation, aiming at gains in productivity and quality.

Considering the aspect of sustainability, we managed to mature the goals of our journey towards reducing the environmental footprint, which began in 2012. Since the beginning of operations, the **RPM Group** invested in **Viapol** around US\$ 7.2 million exclusively in the health, safety and environment pillars.

The following year, we implemented our heat generation system using biomass as fuel, which today supplies the Caçapava plant, resulting in a 90% reduction in greenhouse gas (GHG) emissions from the main factory of **Viapol**. Another initiative concerns the packaging of our products, which are made with reused material. In all, we consume 150 tons of recycled polymers per month.

Moving forward to 2023, this year sees the start of the BABW – Building a Better World plan, which further integrates sustainability into our company culture, outlining environmental goals and initiatives. The purpose of this plan is to raise awareness, create inspiration and facilitate internal engagement around the RPM Group's ongoing commitment to a sustainable future, encouraging practices that consider the impact of climate change in our strategy.



All these new steps and advances in existing initiatives, which will be detailed throughout this report, would not be possible without our employees and representatives. I am grateful to all professionals of **Viapol** who, in addition to being extremely competent in their duties, also proactively do their best for the company in relation to our values and ethical code, resulting in an organization that is stronger and more victorious every day.

I also thank our partners and suppliers for their continuous support throughout our work, and our customers for their trust and preference in **Viapol** solutions. We work to always offer the best products for every need of your enterprise.

I hope this document is of great value to everyone.

Good reading.



Ariovaldo José Torelli
Chief Executive Officer of **Viapol**



REPORTING PRACTICES

About the Report GRI 102-50 | GRI 102-51 | GRI 102-52 | GRI 102-53 | GRI 102-54 | GRI 102-56



In 2023, Viapol takes an important step regarding its values of responsibility, transparency and care for the environment, in addition to being accountable and strengthening its relationship with stakeholders. Starting this year, the company undertakes to publish its Sustainability Report annually.

This document was developed in accordance with the regulations of the Global Reporting Initiative (GRI), Essential option, and reflects the company's evolution in relation to its internally established goals regarding aspects of the term ESG (Environmental, Social and Governance).

In addition to being a transparent communication tool with stakeholders, this report aims to share information on activities of an operational, financial, socio-environmental and governance nature of the company between 2020 and 2022, reaffirming the continuous dedication of **Viapol** in promoting ethical and responsible corporate growth.

To compose the contents presented in this Sustainability Report, the organization was based on internal research and reports, as well as reports presented by external entities such as *Ativer Projetos e Soluções Ltda.*, *Saneflux Soluções Ambientais Ltda.*, the EP Group, *Fator Verde*, *SK Cia da Informação*, in addition to documents shared by the RPM headquarters in the years 2020, 2021 and 2022, which consolidate operations during the reported period (in the last three years, unless otherwise indicated).

Specifically, the topics of the essential GRI indicators present in the Materiality Matrix (*beside*) were worked on, which are of great interest to the stakeholders.

The first edition of the sustainability document was submitted to an evaluation by the executive committee of **Viapol**. Because it is an initial version, it does not present reformulations of information. Nor was it subjected to external verification.

GRI 102-48

Materiality Matrix GRI 102-47

Material Themes	Essential Indicators
Occupational Health and Safety	103-1 103-2 103-3 403-1 403-2 403-3 403-4 403-5 403-6 403-7 403-8 403-9 403-10
Consumer Health and Safety	103-1 103-2 103-3 416-2
Relationship/Engagement with Stakeholders	102-40 102-41 102-42 102-43 102-44
Diversity, Ethics, Governance and Integrity	102-17 102-18 103-1 103-2 103-3 405-1
Management and Treatment of Solid Waste and Effluents	103-1 103-2 103-3 306-1 306-2
Water, Energy and Emissions Management	103-1 103-2 103-3 302-1 302-2 303-3 303-4 303-5

To learn more, make comments or ask questions about this material, contact the company through the following channels:

Phone: +55 (11) 2107-3443

E-mail: marketing@viapol.com.br

Selection of Material Themes - Reporting Limits and Engagement of Stakeholders



The interaction and relationships of **Viapol** with the stakeholders, based on the Code of Conduct and Ethics adopted by the organization, the Values and Expectations 168, are based on honesty, transparency, trust and respect. Employees, customers (B2B, such as construction companies, applicators and designers, and B2C that reflect the technical and final consumer markets) and suppliers of the company are considered as “stakeholders”. **GRI 102-40**

For **Viapol**, engagement with interest groups is a fundamental part of building, planning and defining the company’s material topics. In this way, internal and external surveys are studied, such as the Annual Employee Engagement Survey of the **RPM Group**, the monthly program “Protagonist of 168” and the Customer Satisfaction Survey (2021). Visits to the units of **Viapol** are also promoted, as well as consultations with the Executive Committee, analysis of competitors and the civil construction scenario.

Based on these studies and the organization’s commitment to comply with the United Nations (UN) Sustainable Development Goals (SDGs), **Viapol** selected the six topics presented in the Materiality Matrix.

Reporting Limits

GRI 102-46

Occupational Health and Safety	Consumer Health and Safety	Relationship/ Engagement with Stakeholders	Diversity, Ethics, Governance and Integrity	Management and Treatment of Solid Waste and Effluents	Water, Energy and Emissions Management
<ul style="list-style-type: none"> • Theme dedicated to the company’s own employees and third parties. • Focus on the institutionalization of a culture focused on the physical, mental, financial and emotional security of the Viapol team. 	<ul style="list-style-type: none"> • Theme dedicated to B2B and B2C customers of Viapol Commitment to well-being and physical integrity of the company’s customers, based on quality certificates and environmental certification of the solutions developed, in addition to disclosure regarding the use, storage and need for Personal Protective Equipment (PPE) for each product. 	<ul style="list-style-type: none"> • Theme dedicated to all stakeholders. Commitment of the company to promote continuous improvements in terms of relationship with stakeholders. 	<ul style="list-style-type: none"> • Theme dedicated to all stakeholders. Care of Viapol to encourage and welcome diversities, as well as to act from an ethical organizational structure and solidified governance, being in line with Philosophy 168 of doing the right things, in the right way, for the right reasons. 	<ul style="list-style-type: none"> • Theme dedicated to all stakeholders. Attention to the waste management throughout the activity cycle of Viapol, focused on the maintenance and sustainability of the ecosystems of the communities where it is present. 	<ul style="list-style-type: none"> • Theme dedicated to all stakeholders. Commitment to reducing the environmental footprint of Viapol and of its suppliers, based on assertive actions integrated with Philosophy 168.





ORGANIZATIONAL PROFILE

The Company

GRI 102-1 | GRI 102-5 | GRI 102-6



Founded in 1990, **Viapol Ltda.** is a large company that operates under the legal nature of Limited Liability Company, being a national reference in the development of complete and effective solutions of chemical products for all phases of the work, from the foundation to the finish.

The company is considered one of the largest chemical industries for the civil construction sector in Brazil and Latin America, and is present in major works such as *Canal do Trabalhador* (CE), the Cathedral of Maringá (PR) and the International Port of Capurro (Uruguay).

For more than three decades, the company has been working to meet the protection, conservation and enhancement needs of developments, providing well-being, safety and comfort to people through practical, innovative and proven quality solutions.

Among the segments in which it operates, residential and commercial buildings, infrastructure works, industrial works, concrete works and the precast industry stand out, in addition to retail sales in civil construction, providing complete solutions for waterproofing, surface protection, repairs and structural reinforcement, joint treatment, floor covering and industrial inputs.

It has headquarters installed in Caçapava (SP), in addition to a branch in Candeias (BA), with production aimed at the North and Northeast regions, Distribution Center in Jaboatão dos Guararapes (PE) and commercial, technical and marketing office in São Paulo (SP). It also counts

with the sister companies: CAVE, located in Chile, Toxement, located in Colombia, and Eucomex, in Mexico, as well as important distributors, such as Elanwor S.A. in Uruguay, which works with **Viapol** exclusively since 2014. **GRI 102-3 | GRI 102-4**

In order to fully satisfy the Brazilian and Latin American market, **Viapol**, employs more than 518 employees and 224 sales representatives, in addition to 122 suppliers (suppliers of direct materials for production), to serve more than 10,000 customers distributed in all regions. It is this action that led the company to achieve positive results in 2022: 33% growth in Sales compared to 2021. **GRI 102-7 | GRI 102-8 | GRI 102-9**



RPM Group

Since 2012, following its acquisition by Euclid Chemical, the company has become part of RPM International Inc., a multinational holding company founded in 1947 and present in 170 countries. With over 75 years of experience, the **RPM Group** had revenues of approximately US\$ 6.7 billion, through its 122 industrial plants and approximately 16,800 employees. Regarding global sales, 4% are located in Latin America, with **Viapol** being the main responsible for this amount.

As a company of the **RPM Group**, **Viapol** operates based on Philosophy 168, which has become critical to our culture and our code of conduct as a company and whose pillars are Integrity, Commitment, Responsible Entrepreneurship and Moral Courage, with the aim of encouraging an entrepreneurial spirit while promoting the sustainable (and responsible) growth of the communities in which it operates and its employees.

"168" refers to the number of hours in a week and more than that: it expresses the company's commitment to ethical business conduct.

Viapol Numbers

how much has Viapol produced during its 30 years?

Did you Know?


432 million kg of **VIAPLUS** equals **72** thousand adult elephants



205 million m² of **FELTS** equals **2** cities of **PARIS**



13.8 million kg of **LIQUID MEMBRANES** = **48X** the weight of the largest airplane in the world



more than **39** million m² of **PROJECTED AREAS** are the same as **5900** soccer fields



165 million meters of **TAPES** = a height of **38** Christ Redeemers



33 million of liters of **ADDITIVES** fill **44** olympic swimming pools



1.2 million kg of **FIBERS** weigh the same as **1000** 1.0 cars



105 million kg of **ASPHALT** equals to the weight of **1300** space shuttles



151 thousand **TRAINED PEOPLE** more than the population of **Porto Seguro**



Timeline GRI 102-10



Structure

Caçapava Headquarters (SP)

Located in the municipality of Caçapava (SP), approximately 8 km from the Center and close to the municipalities of Taubaté and São José dos Campos, is the headquarters of **Viapol**, which began its activities in March 1990. The industrial park, considered the largest in the sector in all of Latin America, has a total area of more than 174,000 m² (174 ha) and a built area of approximately 44,000 m² (44 ha) intended for the development of chemical solutions for every construction need.



Distribution Center Candeias Branch (BA)

In 2004, the distribution center was set up in the city of Lauro de Freitas. In June 2014, the company Betumat was acquired, which became a subsidiary of **Viapol** in Candeias (BA) and has a total area of more than 27,000 m² (27 ha), with a built area around 10,000 m² (10 ha) aimed at serving the market of the North and Northeast regions.

Distribution Center North and Northeast (PE)

Viapol counts with a distribution center, which is located in Jaboatão dos Guararapes (PE).

Technical-Commercial Office (SP)

The technical-commercial office of **Viapol** is located at Rua Vergueiro, 1,753, in São Paulo (SP). The place houses the commercial, technical and marketing areas of the company.



Viapol operates through own brands and other companies of the RPM Group

Own Brands

- Viapol** Leading brand and reference in the development of complete solutions for civil construction and various industrial segments.
- Betumat** A brand specialized in adhesives and waterproofing additives, asphalt membrane, waterproofing resins, sealants and cements used in the construction industry, especially in the technical/professional market.
- Torodin** A brand of asphalt membrane produced from the physical modification of asphalt with polymers, structured with non-woven fabric of previously stabilized continuous polyester filaments.
- Viaplus** A brand of waterproofing coatings, one or two components (A+B), based on special cements, mineral additives and polymers with excellent waterproofing characteristics.

RPM

- Vandex** A brand of products for waterproofing, protecting and repairing concrete and for protecting buildings.
- Carboline** A brand of resistant and fireproof coatings for the transformation industry.
- Flowcrete** A brand of antibacterial coatings with exclusive Polygiene® technology for the food, beverage, pharmaceutical, storage center and other sectors.
- Rust-Oleum** A brand for a wide range of products, including paints, primers, automotive and concrete coatings, and wood processing products for the decorative and industrial markets.
- Tremco** Distributor of sealing, waterproofing and passive fire control solutions. Its products are used by architects, engineers, home builders, contractors and building owners for different commercial, residential and industrial applications.
- Illbruck** A leading brand of high-performance sealants and installation systems for assembling, fastening and sealing prefabricated building elements. Primarily aimed at professional window and door applicators, their products include joint sealing tapes, gloss tapes, cartridge sealants and adhesives, strips, films and other accessories.

Viapol maintains a portfolio of more than **900 innovative**, practical, technological and effective products, which meet both the demands of the technical market (applicators, designers, builders and technical distributors) and the final consumer, whether for **construction, repair or renovation**.



Initiatives and Participations GRI 102-12 | GRI 102-13

Viapol has a lasting relationship with entities of civil construction segment and/or representatives of causes that the company shares, such as *Instituto Brasileiro de Impermeabilização* (in a free translation, the Brazilian Institute of Waterproofing) (IBI) and *Movimento Construção Saudável* (also in a free translation, the Healthy Construction Movement). The latter is a citizenship association created to unite players from the construction sector and society in order to mobilize and advise on the harm to health caused by harmful agents, humidity, mold and mildew, resulting from non-existent or poorly executed waterproofing.

The company also carries out social actions with private, governmental entities (especially in the municipalities of Caçapava and Taubaté) and non-profit organizations (NGOs), and is involved with peripheral communities in the places where it operates.

Among its initiatives, the company highlights: GRI 413-1



Projeto Conviver (in a free translation, Coexisting Project) (an assistance entity in Caçapava for children with multiple disabilities, which APAE does not have the structure to serve): donation of material and incentive to volunteer work to build the project school, in addition to sponsoring regular charity events.



Donation and application of flooring material from one of the ICUs at Santa Casa Nossa Senhora D'Ajuda de Caçapava (*Charity Hospital*), in addition to donating material to maintain the institution's roofs.



Creation of a Training and Qualification Center for civil construction professionals.



Projeto da Comunidade (Community Project) in Taubaté: Viapol buys pallets produced by inmates and donates the scraps of Viaflex Tape so that they can make a kind of tile for sale. The money that would be spent with the destination of the waste contributes with children in situation of social risk.



Manufacture and donation of 101 gallons of hand sanitizer, in addition to other products and materials, for the health units of Caçapava during the period of the Covid-19 pandemic.



Casa da Criança (in a free translation, The Home for Children), with donation of morning coffee to more than 200 children daily, for more than 10 years.



Raising awareness and encouraging employees to participate in the warm clothing campaign together with the Caçapava Social Solidarity Fund, in order to collect blankets for vulnerable people.



Donation of materials for the renovation of the Caçapava railway station and installation of a children's playground in the same location.



Projeto Tampinha Legal (Bottle Cap Project), with bottle cap collection, for contribution to the home for the elderly. Besides being an occupational therapy, because dynamics are made with the caps, the money collected is destined to the maintenance and revitalization of the place.



Execution of the campaign "Plantando um futuro mais verde" ("Planting a greener future"), planting of 240 native trees in Caçapava (SP), with the support of the "Clareira da Mata" project, the Department for the Environment (SPMA) and the Zelia de Castro Marques School. The project also aimed to encourage environmental education for children and users of the Viapol website, who were invited to download materials from the Company Library instead of using printed brochures.



Appreciation of sport through sponsorships, such as projects "Stand Up para Todos" ("*Stand Up for Everyone*") (2019), "Vem Treinar Tênis" ("*Let's Train Tennis*") (2020) and the championship "Brasil Ladies Cup" (2022), in addition to the clubs "Barueri Volleyball Club" (2020) and "Associação Atlético Ponte Preta" (2020).

The Future

Viapol, as a reference in chemical solutions for the civil construction sector, looks to the future with caution. According to data from the Brazilian Construction Industry Chamber (CBIC), the segment should grow around 2.5% in 2023, a reflection of the accelerated pace shown in the previous two years due to the COVID-19 pandemic. However, external factors such as the evolution of the international scenario, the economy and the country's political situation can interfere in this situation. To maintain the continuity and relevance of its activities, the company's main project (and growth strategy) is to expand its product portfolio throughout this year. 36 new items are planned, which should be presented from the second half of 2023.

Other ongoing projects of the company are based on the need for constant technological evolution and qualification of labor in the construction sector. In 2021, for example, the New Bidding and Contracts Law (Law No. 14,133/2021) came into effect, which decreases the mandatory use of Building Information Modeling (BIM) technology in construction projects. In the following year, Viapol developed its own BIM Library to support the technical markets it serves, and since then the platform has been updated and improved.

In terms of training professionals, the organization invests in the technical strengthening of its employees as a competitive advantage and maintains a Training Center with free courses to meet the different demands of civil construction, whether they are aimed at residential works, Large Works, waterproofing solutions or adequacy to Technical Standards. As of 2020, due to the pandemic, the Center was entirely transported to the virtual environment and continues to be continuously updated to optimize the

journey and learning of its users. Regarding care for the environment, Viapol received from its parent company, the RPM Group, sustainability goals that must be followed by all companies in the group, Building A Better World (BABW). BABW brings goals such as: the reduction of greenhouse

gas emissions - Scopes 1 and 2 by up to 20% per ton produced, reduction of the factory's electricity consumption by 10%, reduction of 10% in the disposal of waste to landfills, 20% increase in recycled waste and identification of opportunities for reuse and conservation of water resources.





STRATEGY AND MANAGEMENT

Since 2012, **Viapol** adopts its parent company's Code of Conduct and Ethics, the **RPM Group**. Entitled "The Values and Expectations of 168", the document helps to solidify an organizational culture guided by responsibility, trust and respect, in a way to protect the company and its suppliers and shareholders and to promote operational excellence.

We are all Builders, working to build a successful and sustainable future.
With Respect, we will build this better future together.

Mission

Satisfy protection and conservation needs of the buildings, providing well-being, comfort and tranquility to users.
Remain committed to ethical principles as much as to profitability.
Aim at sustainable growth for the community and the employees.

Vision

Be present in all constructions and be recognized for excellence in technical solutions.

Attitudes of the Viapol Team

- Take risks together
- Respect each other and trust
- Be true and ethical
- Add the skills
- Share and cooperate
- Work the differences in a constructive manner

Expectations 168

INTEGRITY

Be open and honest.
Share information accurately and openly in business transactions.
Fraud and retaliation have no place in the company and will not be tolerated.

MORAL COURAGE

Do the right thing, even when it's hard, and regardless of whether anyone is looking or whether you will get credit.

COMMITMENT

Comply with the law, our policies and procedures. Protect the property, assets and interests of our company and ensure that the focus remains on the collective goals of shareholders, employees, customers, consumers and communities.

RESPONSIBLE ENTREPRENEURSHIP

Look for innovative ways to operate in our markets. We must compete vigorously, but always fairly and according to free competition and trade standards, with human rights and environmental principles, and with respect for our customers, competitors and communities where we operate.

Core Values

TRANSPARENCY

In our relationships, we always communicate openly and honestly.

TRUST

Our success depends on our ability to place confidence in the reliability and integrity of our fellow associates.

RESPECT

Our culture demands that let us value each other and treat each other with dignity.

Guidelines of the Code of Conduct and Ethics

The Values and Expectations of 168



Conflict of interests: the entire ecosystem must act in the best interests of the company and be able to recognize when personal interests can impact business decisions. Any situation that may exist, or that has or may have the potential to be perceived as a conflict of interest, must be reported to **Viapol**.



Bribery and Corruption: everyone is expected to behave with honesty, integrity and moral courage when faced with potentially corrupt activities. **Viapol** has a zero tolerance policy prohibiting any form of bribery or corruption.



Fair Competition: committed to responsible growth, **Viapol** is committed to competing vigorously in all aspects of business, but only in an ethical manner, ensuring that competition in the marketplace for products and services is maintained and protected.



Harassment and intimidation Are Never Allowed: **Viapol** is committed to providing a work environment that is professional, productive and free from harassment and intimidation. Any situation that may exist or that has or may have the potential to be perceived as harassment (moral, verbal, sexual, virtual, bullying, stalking and others) must be reported to the company.



Equal Opportunities for All: **Viapol** promotes a diverse work environment where everyone is welcome and included. Discrimination by anyone, including supervisors and co-workers, is prohibited, based on, but not limited to, race, color, national origin, religion, sex (including pregnancy, sexual orientation or gender identity), age, disability or genetic information.



Health and Safety Commitment: **Viapol** must conduct business in a way that protects the environment and the health and safety of those who make and/or use the products and services offered by the company.



Human Rights: **Viapol's** mission is to conduct business ethically and responsibly, maintaining a corporate culture that respects, supports and promotes human rights. The company strives to operate in compliance with applicable human rights laws where it operates and opposes trafficking and exploitation of people, including exploitation of children and adolescents.



Governança de Dados e Proteção de Dados Pessoais: **Viapol** is committed to the ethical and secure handling of information. This includes both information provided by the company and information that is received from customers, suppliers and other third parties in the organization's performance ecosystem. **Viapol** acts and is dedicated to ensuring compliance with the General Data Protection Law (LGPD) and all other data protection and security laws in the countries in which it operates.



Social Media: **Viapol** warns about online conduct of its ecosystem. When taking actions/posts that may negatively impact employee performance, the company's reputation, the performance of co-workers or affect customers, suppliers, people working on behalf of the company, the individual will be subject to disciplinary action, including the prospect of termination.



GOVERNANCE

Viapol is a limited liability company that, since the beginning of its operation, has been committed to operating under high standards of transparency, governance, responsibility and ethics. After its acquisition by Euclid Chemical in 2012, the company became part of RPM International Inc. Therefore, to ensure the integrity of its activities and its alignment with the holding company's expectations, it follows the guidelines adopted by the **RPM Group**.



Among the positive governance practices of Viapol, based on the core values of Philosophy 168 (transparency, trust and respect), the following stand out:



Availability of direct channels for Compliance questions, as well as misconduct reporting platforms.



“Route 168” training and awareness program, whose proposal is to create long-term value based on the guidelines, values and expectations of Philosophy 168 for the internal public and stakeholders since 2012.



Zero tolerance policy in relation to bribery and corruption.



Internal Audit carried out by the Governance and Nominating Committee of the Board of RPM International Inc.



External audit and consultancy carried out by *big four* companies³

THE CHANNELS CAN BE ACCESSED BY:

E-mail: rh@viapol.com.br | compliance@rpminc.com

Phone: 888-898-4088
using the codes 0-800-888-8288
ou 0-800-890-0288

Website: <https://wft.tnwgcr.com/rpminternational>

³The “Big Four” are the four largest audit firms in the world, which include Deloitte Touche Tohmatsu, PricewaterhouseCoopers (PwC), Ernst & Young (EY) and KPMG

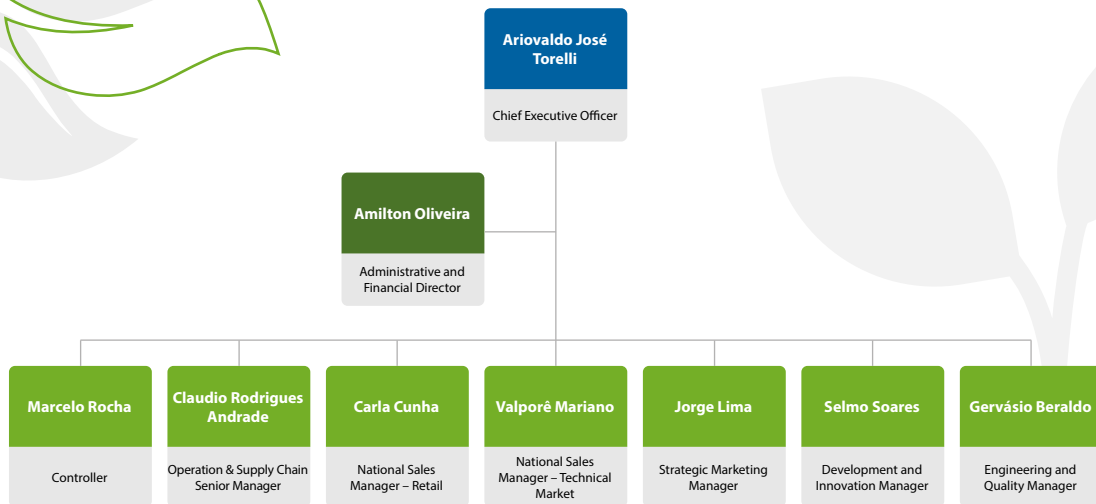
Internal Audit department performs diligent, objective and responsible work of evaluation. Furthermore, the controls of the data security are regularly tested internally and externally (outsourced) for reliability and compliance.

The culture and internal policies of **Viapol** are largely guided by the Code of Conduct and Ethics of the **RPM Group**, The Values & Expectations of 168, which was further established by its founder, Frank C. Sullivan, in 1947. The most current version of “*The Value of 168*” was approved by the **RPM Group** board on October 6, 2022, being widely translated and adopted by all associated companies, suppliers and shareholders in the same year.

Viapol, through the **RPM Group**, also maintains **channels** for resolving compliance queries and/or raising a concern. In order to ensure privacy and confidentiality, the Human Resources, Legal and Compliance departments of the company or the **RPM Group** are guided by a Non-Retaliation Policy.



Governance Structure GRI 102-18



Risk Management

GRI 102-11

Performs identification surveys to conduct its activities with safety and reliability, the company of risks across the entire business chain, tracking results and addressing gaps found.

In March 2020, one week after the government decree that identified COVID-19 as a pandemic in Brazil, **Viapol** also created an assertive and responsible Crisis Committee, with the aim of keeping the market supplied while valuing the well-being and health of all employees. The development of this front served as a lesson for the company to reinforce the crisis management policy (whether financial, health or compliance) in its processes.



ENGAGEMENT OF STAKEHOLDERS

The engagement and relationship building of Viapol with the stakeholders occurs mainly through the following channels:

GRI 102-42 | GRI 102-43 | GRI 102-44



Employees: monthly engagement through the “Protagonista do 168” (“Protagonist of 168”) program, which aims to strengthen **Viapol’s** organizational culture, providing space for employees to present their ideas and proposals for improvements.

Every fortnight, actions of the Improvement Ideas Program also take place, which invite employees to propose ideas for improvement and safety in **Viapol** operations. Ideas are analyzed by the Ideas Analysis Committee, formed by the management of each area involved (Production, Maintenance/Engineering, Safety, Quality and Logistics). At the end of the year, during the Annual Results Meeting with the Board of Directors, the owners of the best ideas are awarded.

The company also carries out other engagement actions on social media, such as sharing events, media highlights, commemorative dates, expert tips, internal training, product launches and others. Annually, the RPM Group’s Annual Engagement Survey also takes place.



Customers (B2B and B2C): engagement through:

- Customer Satisfaction Survey (2021)
- SAC (Viapol website – <https://www.viapol.com.br/>)
- Phone – 0800 494 0777
- E-mail – marketing@viapol.com.br
- Customer Service “SAC 2.0” (service via the company’s social media – Facebook, Instagram, Twitter, YouTube and LinkedIn, the latter aimed at both Brazil and other Latin American countries)
- Partnerships, shopkeeper training
- Relationship actions at points of sale
- Participation and support to customer events



Suppliers: Performance monitoring through **Viapol’s** internal indicators, meetings and visits to headquarters to align expectations when necessary.

Internal Public – Our People



Until the closing of this report, the **Viapol** team had 512 employees, 411 of them men (80.28%) and 101 women (19.72%), all contemplated in collective bargaining agreements. The country's political actions can interfere in this picture. **GRI 102-41**

People are the core of the company's activities and success, contributing to a more efficient and engaged performance. Therefore, the organization invests in a culture guided by the Philosophy 168 values of transparency, trust and respect, with the concern to provide a welcoming environment and professional and personal development for all.

To achieve this goal, the company believes in the continuous improvement of its employee recruitment, selection and retention policies. Currently, **Viapol** has two affirmative hiring projects, the first focused on attracting PwD professionals and the second on female professionals. In addition, the company runs Young Apprentice and Internship programs.

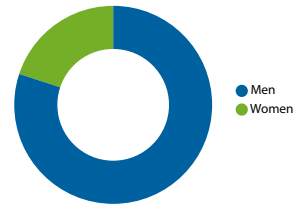
Through the **RPM Group**, the company also works on the *"Building a Better World"* project, with a series of internal actions aimed at offering learning opportunities, encouraging employee interest and engagement, cultivating new high-performance leaders, developing intelligent and inclusive ways of recruiting, among others.

Another important policy that adds to the previous ones in favor of building healthy and inclusive work environments is the **Viapol** leadership improvement program. Based on the Code of Ethics adopted by the company, leaders are expected to maintain the highest standards of integrity, with actions based on the pillars of Transparency, Respect and Trust.

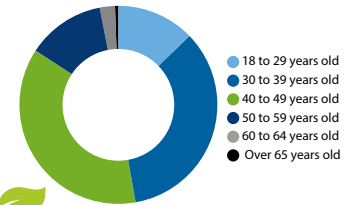
Philosophy of 168
"Hire the best people you can hire. Create an environment that will keep them. So let them do their job."
Frank C. Sullivan,
 FOUNDER OF RPM INTERNATIONAL INC.

Employees | Demographic Data **GRI 405-1**

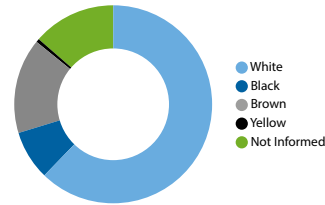
Gender



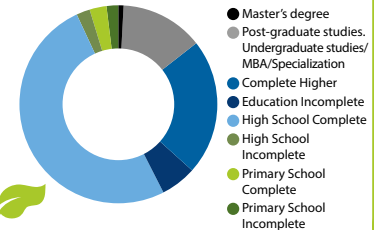
Age Group



Race/Ethnicity



Schooling





Internship and Young Apprentice

Apprenticeship Program

- **Age:** the apprentice must be older than fourteen (14) years old and younger than twenty-four (24) years old. When it comes to apprentices who fit in the “People with Special Needs” category, there is no maximum age limitation.
- **Term of the contract:** two (2) years, except in the case of an apprentice who fits in the “People with Special Needs” category, in which case this period may be extended.
- **Learning journey:** Six (6) hours a day.

Internship Program

- **Term of the contract:** one (1) to two (2) years.
- **Benefits:** Internship scholarship, with financial assistance | Christmas Bonus | Medical Care | Group Life Insurance | Meat Ticket | Transportation Voucher (Caçapava and Taubaté).
- **Internship Work Day:** Seven (7) hours with a break of one (1) hour and a half for meals and rest.
- **Partner:** Super Internship.



Diversity and Inclusion

GRI 103-1 | GRI 103-2 | GRI 103-3

Viapol adopts a policy of valuing differences, whether of background, age, gender identity, ethnicity, sexuality or any other characteristic that makes its employees unique.

To ensure that this value is fulfilled at all levels of the company's operation, the company is based on its Code of Conduct and Ethics, as well as channels for reporting misconduct guided by a policy of non-retaliation and zero tolerance for any behavior inappropriate against third parties, including, but not limited to, any type of discrimination in the workplace or online.

The organization works with the purpose of expanding its inclusive initiatives, from recruitment, through the onboarding period, to the day-to-day of employees. This commitment also includes compensating employees equitably for the same work, regardless of race, gender, disability, sexual orientation or other protected status.



Salary and Benefits

Viapol advises that its units and suppliers pay a fair and adequate wage to all workers and thoroughly investigates cases of non-compliance reported or that have the potential to be perceived as misconduct.

The company's benefits policy includes standard market packages, and the outstanding incentives are: Scholarship, Hybrid Work, Extended Maternity and Paternity Leave. Viapol also provides chartered transportation for employees residing in the cities of Taubaté and Caçapava (SP), and Candeias and Salvador (BA), in addition to transportation vouchers for employees in São Paulo.

Always valuing the well-being and physical, mental and financial integrity of its employees, the company also invests in an assistance program, “Apoio Pass” (in partnership with SODEXO), which provides health services, short-term counseling, free or low-cost, legal guidance and economic education to employees and their legal dependents.

Assistance Program

CONFIDENTIAL

Confidentiality guaranteed by contract. The company does not have access to the information.

VOLUNTEER

The individual can seek help whenever he wants.

UNRESTRICTED USE

Use whenever necessary. No grace periods or additional charges.

SPECIALIZED TEAM

Psychologists, Lawyers, Social Workers and Financial Consultants.

Development and Training

One of **Viapol's** great assets is the technical competence of its employees who, today, are part of the most qualified technical staff in the market.

This happens due to the company's organizational policy of continuous improvement and support for professional growth, which is conveyed in training and qualification actions for its employees, representatives and third parties.

In 2022, for example, **Viapol** held a Sales Convention with product training for all commercial teams and representatives, with the presence of 216 people and lasting 25 hours. In addition, the company promotes, on a monthly basis, a series of online and on-site courses and lectures on different civil construction topics.

Scholarship

Viapol supports its employees in their search for training and personal and professional development. Through the Scholarship Program, the company grants a partial credit, in the order of 50%, or total credit for the cost of Technical, Language, Undergraduate and Postgraduate courses.

All employees who have been with the company for more than 12 months on the date of application (or approval by the Board) and who are enrolled in Educational Institutions or who have passed the entrance exam are eligible for the program.

The organization's goal is to revert 4% of its Head Count in dues to this program.

Winning Team Training

Development trail focused on the humanization, trust and engagement of employees with **Viapol's** organizational values and culture. In 2022, 36 representatives from the Commercial, Operations and Support areas participated. For 2023, this team will have the challenge of developing and supporting the company's growth strategy until 2025.

Hybrid Work

In 2022, **Viapol** adopted the hybrid work model, providing 2 days of home office per week for all areas that allow this modality. In this way, the company is supporting workers' quality of life and professional and personal balance.

PDI

Training to support the development or enhance the skills of employees. Leaders and followers are the protagonists of this process, aligning expectations with **Viapol's** growth strategy.

Leadership Training

Development path focused on Humanized and Inclusive Leadership. In 2022, 36 leaders participated in the self-improvement journey and the 2023 trail is already in development.

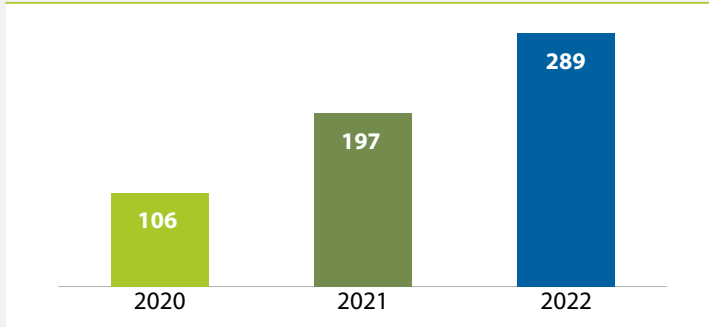
Protagonist of 168

Monthly training for all levels of the organization on topics related to the Code of Conduct and Ethics "The Values and Expectations of 168".

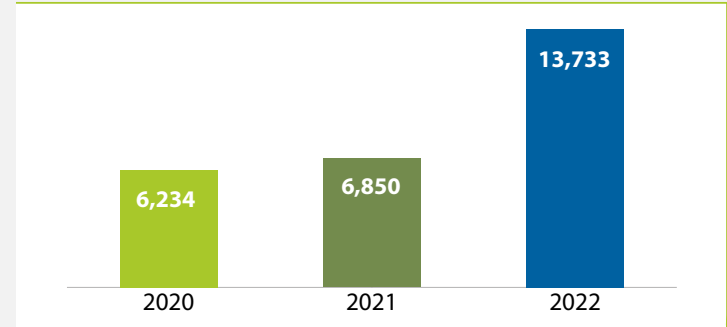
Normative Training

90% of training to meet Regulatory Standards is applied internally by the EHS (Environmental, Health and Safety) Team. Public: Maintenance, Operational and Logistics.

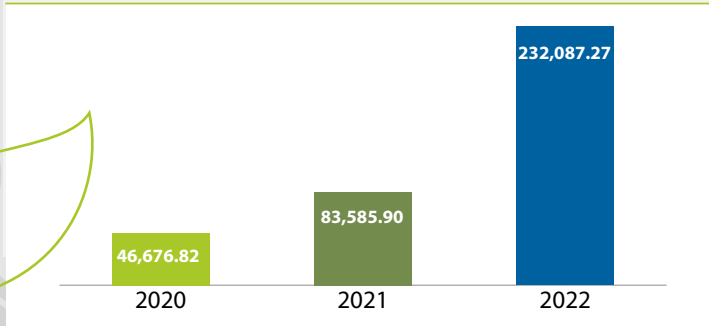
Number of Training Sessions



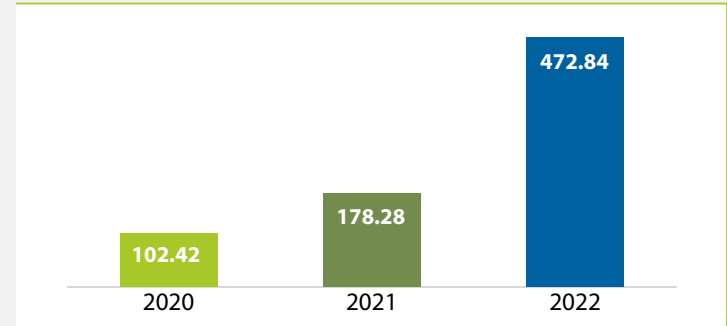
Number of Hours



Investment in Training (R\$)



Investment in Training per person (R\$)



Occupational Health and Safety

GRI 103-1 | GRI 103-2 | GRI 103-3



Viapol has a department of EHS (Environmental, Health and Safety), which counts with 4 occupational safety technicians (Caçapava) and 2 safety technicians (Candeias), 1 EHS manager (Corporate), 1 EHS coordinator (Corporate) and 1 young apprentice (Caçapava).

In addition, the company has an Occupational Safety Culture Program called 168 Safety (24x7), which is not just a program, but a lifestyle. This program aims to implement a positive safety culture in the company, incorporating good habits into day-to-day activities, to avoid accidents/incidents and facilitate proactive responses to the prevention of safety incidents, also guiding the search for better practices. **GRI 403-6**

- 1 **Security and Safety Vision**
- 2 **Engagement and Responsibility**
- 3 **Commitment to Professional Resources**
- 4 **Measurement and Reporting of Security and Safety Metrics**
- 5 **Definition of Safety Goals**
- 6 **Continuous Improvement**

Added to this, the company has a Risk Management Plan (RMP), led by the EHS team, which establishes the necessary guidelines for acting in emergency situations, referring to the operations of the entire plant. The purpose of the RMP is to integrate emergency response actions between the different areas of the company, thus enabling the triggering of integrated and coordinated measures, so that the expected results can be achieved, such as the minimization of damage to people and/or property, as well as in relation to possible environmental impacts. **GRI 403-1**

The RMP identifies, assesses and classifies risks, with an environmental, health and safety focus, aiming to guide, discipline and determine the procedures to be adopted by employees during the occurrence of



emergency situations at **Viapol's** facilities. All incidents and accidents are reported globally (to the RPM Group), analyzed and investigated with the conclusion of the root cause and with recommendations for corrective actions to avoid recurrence.

GRI 403-2

Viapol has an Occupational Hygiene program, which aims to preserve the health and integrity of employees. This initiative aims to prevent occupational diseases through the application of engineering, administrative and medical control principles. Through the Occupational Health Medical Control Program (OHMSP), each employee is called periodically to carry out examinations, in order to confirm whether the measures to protect against environmental risks are being effective in their protection. After carrying out the exams, each employee undergoes a consultation with the occupational physician and receives their respective Occupational Health Certificate (OHC). In Caçapava, the occupational physician assists employees in the office inside the company. **GRI 403-8**



**Safety at Viapol
it is not a priority,
but a Value.**

Training GRI 403-5

The company has safety, not as a priority, but rather a value non-negotiable, since priorities they may change over time, but the values are permanent.

In this way, all company employees must have the training corresponding to the activities they will perform, keeping the activity release card up to date, according to the training carried out. It is strictly forbidden to carry out a certain activity with the training expired, or not described in the card.

In addition to these specific training sessions, **Viapol** conducts daily DDS training with the teams and has a large stock of PPE (Personal Protective Equipment) which, in Caçapava, is distributed to members at three different times throughout the day, in order to meet the three production shifts. **GRI 403-7**

Thanks to these and other actions, deaths related to occupational accidents have never been recorded. **GRI 403-9**

In 2022, in the cities of Caçapava, Candeias and São Paulo, 539 employees were trained in the subjects of:

- **“Escolinha de Segurança” (in a free translation, “School for Safety”)** (internal training program on various subjects – cardinal rules, risk assessment, to be in a hurry - incompatible with safety, 168 reports, protagonism safe, occurrence communication flow, 4F’s)
- **Blocking and test** of power supply
- **First aid basics** and firefighting
- **IT 17:** Fire brigade
- **NR 01:** General provisions and management of occupational risks
- **NR 05:** Parameters and requirements of the Internal Commission for Accident Prevention – CIPA
- **NR 10:** Safety in electrical installations and services
- **NR 11:** Transport, movement, storage and handling of materials
- **NR 12:** Safety at work in machines and equipment
- **NR 18:** Work conditions and environment in the construction industry
- **NR 20:** Occupational safety and health with flammable and combustible products
- **NR 33:** Safety and health when working in confined spaces
- **NR 35:** Work at Height
- **DSEHS – EHS Weekly Dialog:** various subjects related to Safety and Environment

The customers and consumers of Viapol, whether they are from the segments technical or retail, B2B or B2C, are driving force of the company's operations. Therefore, they are at the heart of the organization's business and relationship strategy.

With the objective of attracting and retaining this important public, the company invests in continuous improvements of its solutions, services and commercial assistance. For this, Viapol has a qualified team of 247 sales representatives (separated by category – technical, retail, industrial and export) and 13 members of internal teams (SAC, Sales and Supervision Department).



Satisfaction

Regarding improvements in customer relationships, **Viapol's** satisfaction rate increased from **80.80%** in 2018 to **82.80%** in 2021, with the target set at **85%**.

As for commercial service, the company progressed from **85.70%** in 2016, to **81.60%** in 2018 and **87.1%** in 2021, with the target set at **85%**.

The average NPS index obtained by **Viapol** in the Customer Satisfaction Survey (2021) was **66.2%**, a higher value than those obtained in previous years. This percentage puts the company in a comfortable quality zone, with around **72%** of customers promoting the brand and only **5%** of detractors.

The management and control of customer demands is carried out through the the Sales Portal, Customer Service ("SAC") and Telecontrol channels. On average, **Viapol** has a period of one (1) business day to answer questions/complaints. In 2022, **507** consultations were opened, with **78.50%** answered on time, **11.64%** before the deadline and **9.96%** overdue.

Consumer Health and Safety

GRI 416-2

Viapol has as a non-negotiable value the health, physical integrity and safety of its customers. To ensure the maintenance of this pillar, the company invests in certifications and quality certificates for its solutions, in addition to producing and making educational materials available on each product (whether on the organization's website, in events and actions at POS or on packaging in the **Viapol** portfolio), providing guidance on how to use it, the need for PPE and storage precautions.

In addition to these initiatives, the company also actively participates in the Healthy Construction Movement, sharing informational content relating to health and civil construction. Furthermore, **Viapol** established an ambitious goal, through BABW, to invest in research and development of sustainable and safe solutions by 2030.

ENVIRONMENTAL RESOURCE



Environmental Management System

Viapol is responsible for maintaining operations which are both safe and sustainable for its employees, communities and the planet. This commitment means acting more efficiently, producing less waste, saving more water, reducing greenhouse gas emissions and using less energy.

Viapol follows an approach created by the **RPM Group** for oversight, management and operational improvement. This program considers the risks associated with climate change, changes in regulations and physical risks related to the climate, which allows minimizing the waste of the operation.

Reducing waste is reflected in improved product quality, increased customer perception of value and increased operational efficiency, thus reducing GHG (Greenhouse Gas) emissions and the use of natural resources.

Environmental Management System used by **Viapol** to develop and implement effective and sustainable programs:



It **IDENTIFIES** environmental aspects and impacts of the operation and products.



ANALYZES these aspects and impacts in relation to legal requirements and expectations of stakeholders.



DEVELOPS initiatives to reduce the impacts of the operation on the environment, meeting legal requirements.



MONITORS AND MEASURES progress towards achieving relevant initiatives and improvement targets.

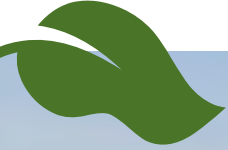


IT EDUCATES AND TRAINS associates to ensure an adequate level of environmental awareness and competence.



It regularly **REVIEWS** the progress of goals and initiatives established to enable continuous improvement.

Water and Effluents GRI 103-1 | GRI 103-2 | GRI 103-3



Viapol considers water stress when evaluating its operations and taking investment decisions, respecting the need to reduce the use of water in its production processes.

Between 2021 and 2022, the company reduced the plant's water use by approximately 25% per cubic meter.

The company has recently updated several management systems and equipment related to water. In addition, the company constantly conducts specific analyses of water use and implements strategies to mitigate stormwater pollutants.

Water consumption (total m³/month)

2020	2021	2022
52,863.10	52,418.30	39,034.50

Water 2022 (m³)

Used in products	13,915.05
Process Water	4,088.05
Potable	21,031.40



GRI 303-2 | GRI 303-3 | GRI 303-4 | GRI 303-5

In 2019, a Containment Basin (BACON) was created, i.e., a dike at the back of the factory in Caçapava, which captures rainwater and any leaks that occur on the premises with the potential to pollute the environment. At the BACON, the first 15 minutes of rain are collected, a period in which there is a higher level of impurities on the ground.

This water is stored in the dike and is directed to a Water and Oil Separator System (WOSS). After treatment, the water is released into the pond located near the factory. For the next few years, there are plans to install a pump to capture water from this pond, already authorized by the DWEE (Department of Water and Electric Energy), aiming at treating the water and using it for purposes such as cooling and irrigation.

The use of this pond should generate savings of 20 m³/day (~706 sq. feet) of water, reduce the water stress of the artesian well and implement opportunities for reuse and conservation of water, following the sustainability objectives of the RPM Group.

Regarding the disposal of effluents, **Viapol** has its own Effluent Treatment Station (ETS) to treat sewage (from bathrooms, snack rooms and kitchens). In turn, industrial effluents are collected by a specialized company for external treatment.

The company has a professional to inspect the BACON and ETS activities on a weekly basis. Water and effluent quality analyses are carried out in accordance with current legislation, via a third-party company, which collects water samples and provides the company with a report containing the quality of the water and effluent generated.

The ETS maintenance processes include system cleaning, chlorine replacement, aeration regulation, physical-chemical collection and analysis, component evaluation, among others.



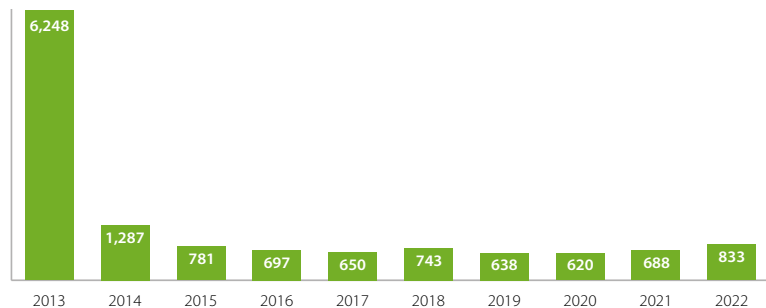
Emissions GRI 103-1 | GRI 103-2 | GRI 103-3



By means of the **RPM Group, Viapol** has programs to mitigate the carbon footprint and reduce Greenhouse Gas (GHG) emissions, encouraging practices more resilient and environmentally friendly operations. For example, the factory in Caçapava started using biomass as a fuel source for heating the factory's production lines, which depend on heat.

The facility uses a wood chip burning system that consumes by-products from the region's timber industry. This transition from natural gas to biomass has reduced dependence on fossil fuels, and GHG emissions associated with natural gas being replaced by the biomass unit have been reduced by 6,248 tons in 2013 to 833 tons in 2022 – a reduction of over 86%, or approximately 5,000 tons of CO₂.

The graph below shows, in metric tons of CO₂ equivalents (tCO₂e), GHG emissions – Scope 1



*Emissions in equivalent metric tons of CO₂ (ton. CO₂ eq.) disregarding the emission by electricity

Annually, the atmospheric emissions of Greenhouse Gases (GHG) of Scope 1 and Scope 2 are inventoried and declared to CETESB (Environmental Company of the State of São Paulo) through a tool made available by the agency.

Emissions Management GRI 305-1 | GRI 305-2 | GRI 305-3 | GRI 305-4

GHG emissions (tCO ₂ e)	2020	2021	2022	Variation (%) between 2020 and 2022	Variation (%) between 2021 and 2022
Scope 1	620.41	687.76	832.99	34.26	21.12
Scope 2	516.39	908.32	895.89	73.49	-1.37
Scope 3	-	-	-	-	-
TOTAL	1,136.80	1,596.08	1,728.88	52.08	8.32
Production (t prod.)	81,832.23	96,916.77	91,514.55	11.83	-5.57

Relative emissions (tCO ₂ e/t prod.)	2020	2021	2022	2020	2021	2022
	0.014	0.016	0.019	35.99	14.71	

Biogenic CO emissions (tCO ₂ e)	2020	2021	2022	Variation (%) between 2020 and 2022	Variation (%) between 2021 and 2022
Scope 1	14,043.05	16,170.83	16,782.72	19.51	3.78
Scope 2	-	-	-	-	-
Scope 3	-	-	-	-	-
TOTAL	14,043.05	16,170.83	16,782.72	19.51	3.78

Energy

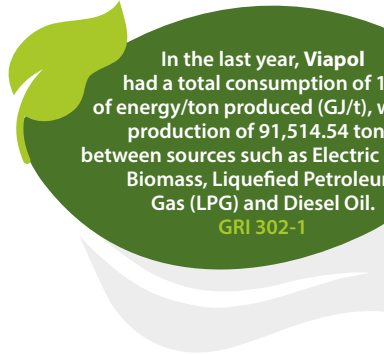
GRI 103-1 | GRI 103-2 | GRI 103-3



To modernize its facilities and equipment, such as replacing regular light bulbs for LED lamps, for example, Viapol analyzes both the consumption regarding energy sources as opportunities for operational improvement and emission reduction.

Guided by the sustainability objectives of the RPM Group, for 2023, the company plans to invest in the use of solar energy, with the installation of photovoltaic panels. With this, it projects a 10% reduction in energy consumption, avoiding the emission of more than 500 tCO₂/year. This action also aims to collaborate with the company's goal of reducing by 20% the emission of Greenhouse Gases of Scope 1 and Scope 2 per ton produced. **GRI 302-4**

In addition to the environmental benefits, the use of solar energy should generate monthly savings of approximately 60,345 kWh for the company and savings of 21,724,200 kWh over 30 years.



In the last year, Viapol had a total consumption of 1.4 of energy/ton produced (GJ/t), with a production of 91,514.54 tons, between sources such as Electric Power, Biomass, Liquefied Petroleum Gas (LPG) and Diesel Oil. **GRI 302-1**



Energy (GJ)	2020	2021	2022
Electricity	24,737.24	25,928.54	25,376.78
Biomass	80,632.2	93,088.6	96,507.84
Liquefied Petroleum Gas (LPG)	45,14.4	93,088.6	6,834.3
Diesel Oil	0	200.64	121.22

Waste

GRI 103-1 | GRI 103-2 | GRI 103-3 | GRI 306-1 | GRI 306-2

As part of the objectives of sustainability of the RPM Group, Viapol constantly evaluates such as to improve operations and formulations to minimize waste generation. The company manages waste reduction and recycling at the facility level and collects and analyzes the data in its data management system.

In 2022, most of the waste generated was Non-Hazardous (more than 90%). This waste, as well as Hazardous waste, is collected by outsourced entities and organizations, which issue certificates and licenses with information on each one. Other waste generated was recycled (approximately 5%) and disposed of in landfills (approximately 1.5%).

The company, via the **RPM Group**, set the goal of reducing by 10% waste sent to landfills and increasing recycling by 20% per ton of production at its factory by 2025, with 2021 as the base year.

To this end, in terms of internal plastic reuse, the company has a project that includes the reuse of plastic waste (with internal collection), installation of a machine to shred plastic (buckets, caps, packaging) and the use of shredded plastic as raw material.

This project foresees savings related to the non-disposal of buckets as waste and its use as raw material, the reduction of costs with the disposal of waste and the reduction of the raw material consumed.

Adding to these efforts, **Viapol** is also committed to reusing any and all asphalt membrane arising from its production process that present a quality deviation. For this, the company has a project in which it grinds and reuses this waste in the system.



The table below presents, in tons, the waste generated by the company in the last three years **GRI 306-3**






	2020	2021	2022
Landfill	35.27	116.38	41.68
Non-Hazardous	1,275.08	1,307.33	2,549.66
Hazardous	440.65	112.14	79.08
Recycled	178.15	860.78	151.03
GRAND TOTAL (ton)	1,929.15	2,396.63	2,821.45

ESG AGENDA



Goals

Viapol has the mission to generate positive impact on the places where acts. For this, it seeks to set goals and promote socio-environmental and governance initiatives. Next to it are the company's goals up to 2025, in accordance with national guidelines and with Building a Better World, by the RPM Group, which has 2021 as the base year.

Goal	Description	Goal Year	Related SDGs	Reach in 2022
Diversity and equal opportunities	<ul style="list-style-type: none"> Increased affirmative hiring, focusing on attracting professionals who fit in the "People with Special Needs" category and women 	2025	 	% not measured
Water and effluents	<ul style="list-style-type: none"> Identification of opportunities for reuse and conservation of water resources 	2025	 	% not measured
Energy	<ul style="list-style-type: none"> Reduction of the factory's electricity consumption by 10% 	2025	 	Reduction of 2.13%
Emissions	<ul style="list-style-type: none"> Reduction of greenhouse gas emissions scopes 1 and 2 up to 20% per ton produced 	2025		Reduction of 5.57%
Waste treatment	<ul style="list-style-type: none"> Reduction by 10% of the disposal of waste to landfills 20% increase in recycled waste 	2025		<ul style="list-style-type: none"> Reduction of 35.81% of the disposal of waste to landfills Recycling target not yet started
Occupational health and safety	<ul style="list-style-type: none"> Zero accidents at work (annual target) 	2025		100%



GRI CONTENT SUMMARY

GRI 102-55

GRI Content Summary

DISCLOSURE	Page
STANDARD CONTENT	
GRI 102: GENERAL CONTENTS	
Organizational Profile	
102-1 Organization name	10
102-2 Activities, brands, products and services	15
102-3 Location of the organization's headquarters	11
102-4 Operations site	11
102-5 Nature of property and legal form	10
102-6 Markets served	10
102-7 Organization size	11
102-8 Information about employees and other workers	11
102-9 Supply chain	11
102-10 Significant changes in the organization and its supply chain	13
102-11 Precautionary principle or approach	24
102-12 External initiatives	17
102-13 Participation in associations	17
Strategy	
102-14 Statement by the highest executive	04
102-15 Main impacts, risks and opportunities	04
102-16 Values, principles, norms and codes of behavior	20

DISCLOSURE	Page
Ethics and Integrity	
102-17 Mechanisms for ethical guidance and concerns	23
Governance	
102-18 Governance structure	24
Stakeholder Engagement	
102-40 List of stakeholder groups	08
102-41 Collective bargaining agreements	27
102-42 Identification and selection of stakeholders	26
102-43 Approach to stakeholder engagement	26
102-44 Key concerns and topics raised	26
Reporting Practices	
102-46 Defining report content and topic boundaries	08
102-47 List of material topics	07
102-48 Information reformulations	07
102-50 Period covered by the report	07
102-51 Most recent report date	07
102-52 Reporting cycle	07
102-53 Contact for questions about the report	07
102-54 Reporting statements in accordance with GR Standards	07
102-55 GR Content Summary	43



DISCLOSURE	Page
102-56 External verification	07
OCCUPATIONAL HEALTH AND SAFETY	
GRI 103: Form of Management	
103-1 Explanation of the material topic and its Limit	31
103-2 Form of management and its components	31
103-3 Assessment of the form of management	31
GRI 403: Occupational Health and Safety	
403-1 Occupational health and safety management system	31
403-2 Hazard identification, risk assessment and incident investigation	31
403-5 Training of workers in occupational health and safety	32
403-6 Worker's health promotion	31
403-7 Prevention and mitigation of impacts on occupational health and safety directly linked to business relationships	32
403-8 Workers covered by an occupational health and safety management system	31
403-9 Work accidents	32
CONSUMER HEALTH AND SAFETY	
GRI 103: Form of Management	
103-1 Explanation of the material topic and its Limit	33
103-2 Form of management and its components	33
103-3 Assessment of the form of management	33

DISCLOSURE	Page
GRI 416: Consumer Health and Safety	
416-2 Cases of non-compliance regarding health and safety impacts caused by to products and services (R&D)	33
DIVERSITY AND EQUAL OPPORTUNITIES	
GRI 103: Form of Management	
103-1 Explanation of the material topic and its Limit	28
103-2 Form of management and its components	28
103-3 Assessment of the form of management	28
GRI 405: Diversity and Equal Opportunities	
405-1 Diversity in governance bodies and employees	27
MATERIAL TOPICS	
WATER AND EFFLUENTS	
GRI 103: Form of Management	
103-1 Explanation of the material topic and its Limit	36
103-2 Form of management and its components	36
103-3 Assessment of the form of management	36
GRI 303: Water and Effluents	
303-2 Management of impacts related to water disposal	37
303-3 Water catchment	37
303-4 Water disposal	37
303-5 Water consumption	37

GRI Content Summary



DISCLOSURE	Page
ENERGY	
GRI 103: Form of Management	
103-1 Explanation of the material topic and its limits	39
103-2 Form of management and its componentes	39
103-3 Assessment of the form of management	39
GRI 302: Energy	
302-1 Energy consumption within the organization	39
302-4 Reduction of energy consumptiona	39
EMISSIONS	
GRI 103: Form of Management	
103-1 Explanation of the material topic and its limits	38
103-2 Form of management and its componentes	38
103-3 Assessment of the form of management	38
GRI 305: Emissions	
305-1 Direct Emissions (Scope 1) of Greenhouse Gases (GHG)	38
305-2 Indirect emissions (Scope 2) of Greenhouse Gases (GHG) from the energy acquisition from the energy acquisition	38
305-3 Other indirect emissions (Scope 3) of Greenhouse Gases (GHG)	38
305-4 Intensity of Greenhouse Gas (GHG) emissions	38

DISCLOSURE	Página
WASTE	
GRI 103: Form of Management	
103-1 Explanation of the material topic and its limits	40
103-2 Form of management and its componentes	40
103-3 Assessment of the form of management	40
GRI 306: Treatment of Solid Waste and Effluents	
306-1 Waste generation and significant impacts related to waste	40
306-2 Management of significant impacts related to waste	40
DISCLOSURES GRI EXTRAS - INDICATORS NOT INCLUDED IN MATERIALITY, BUT THAT VIAPOL DECIDED TO REPORT FOR COMPARISON PURPOSES	
LOCAL COMMUNITIES	
GRI 413: Local Communities	
413-1 Operations with engagement, impact assessments and development programs focused on the local community	17





CAÇAPAVA HEADQUARTERS

Rodovia Vito Ardito, nº 6.401 - Km 118,5
Jardim Campo Grande – Caçapava/SP
Zip Code (CEP): 12282-535
Phone: +55 12 3221-3000
Fax: +55 12 3653-3409

CANDEIAS BRANCH

Rodovia BA 522, Km 03
Distrito Industrial – Candeias/BA
Zip Code (CEP): 43813-300
Phone/Fax: +55 71 3118-200

DISTRIBUTION CENTER

Rodovia BR 101 Sul, SN, Km 79 Módulo B
Jardim Jordão, Jaboatão dos Guararapes/PE
Zip Code (CEP): 54320-230
Customer Service: 0800 494 0777

SÃO PAULO OFFICE

Rua Vergueiro, nº 1.753/1.759, 3º andar
Vila Mariana, São Paulo/SP
Zip Code (CEP): 04101-000
Phone: +55 11 2107-3400
Fax: +55 11 2107-3429
Email: sac@viapol.com.br

COORDINATION

Viapol Team:

Leticia Purcino – HR
Maria Victoria Mota – Legal and Compliance
Wilson Chini – EHS
Marcelo Rocha – Controllership
Claudio Andrade – Operations
Laia Rodriguez – EHS
Cristiane Gottsfritz – Marketing
Jorge Queiroz Filho – Marketing

CONSULTING, WRITING AND GRAPHIC DESIGN

Planin Comunicação

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