

What can be reported on the Reporting Channel?

This Channel exists to provide the safety and reliability you need to file your report smoothly. Check below to learn about irregular **situations, behaviors, and conducts that can (and should) be reported.**

- **Physical assault:** conduct that offends the integrity or bodily health of another. It is practiced with the use of physical force by the attacker, who hurts the victim in various ways, or even with the use of weapons or any instrument that causes injury.
- **Moral harassment:** intentional and repeated action to expose someone to humiliating, embarrassing, repetitive, and prolonged situations.
- **Sexual harassment:** embarrassing someone in order to get sexual advantage or favor, with the agent prevailing as a hierarchical superior or of descent inherent to the exercise of employment, position, or function.
- **Product tampering / management reports / financial statements:** the act of tampering (products, reports, information, financial statements, indicators etc.), deliberately modifying their original properties with dishonest intentions, such as benefiting, hiding error, obtaining an undue advantage, harming someone, hiding the truth etc.
- **Inappropriate behavior:** embarrassing someone with sexualized statements or postures, or acting with the intention of obtaining sexual advantage or favor.
- **Conflict of interest:** arises when a private/personal Interest (e.g.: customer, suppliers, relatives, emotional relationship etc.) unduly influences the performance of their role or decision-making in the workplace, thereby compromising the company's interests and its internal controls.
- **Corruption:** the action of offering, promising, or delivering an undue advantage to a public official or person related to a public official, to determine him to commit, omit, or delay an act of office.
- **Non-compliance with laws or internal regulations:** actions or missions that disagree with legal provisions or policy guidelines or internal procedures, such as code of conduct, policies, procedures etc.
- **Misconduct:** misconduct are behaviors and attitudes that violate the guidelines established in our Code of Conduct and Internal Policies, as well as in current legislation.
- **Behavior deviance / leadership problem:** behavior that is not consistent with Eurofarma's organizational culture, especially regarding standards of education, respect, urbanity, humanized, integrative and responsible leadership with the development of its team.



- **Discrimination:** make a distinction based on ethnicity, race, gender, age, nationality, sexual orientation, social status, religion, or even based on disability, to the detriment of the person being discriminated against.
- **Fraud:** act of falsifying products, documents, brands, records, reports etc.; any illegal, dishonest, cunning action that seeks to deceive or con someone.
- **Sexual misconduct:** a libidinous act committed against someone and without their consent with the purpose of satisfying one's own lust (sexual pleasure) or someone else's.
- **Misuse of company materials:** taking care of and making conscious use of the equipment and materials provided by us is also a collective duty. Using company assets for personal purposes and/or inappropriately are actions that cannot be made common.
- **Competitive issues:** situations related to competition practices between companies and individuals, as well as the competitive scenario of the market as a whole, that are not aligned with the good practices recommended by Competition Law.
- **Theft / robbery / misappropriation / improper destruction of company products or assets:** situations that cause financial losses; regulatory exposure, reputation, and image to the company due to the consent to the theft, robbery, misappropriation or improper destruction of products (finished or not) or company assets.
- **Bribery:** it is the action of paying bribes, or the practice of promising, offering, or paying an undue advantage to a private sector professional or individuals, or legal entities unrelated to a public service.
- **Leakage or misuse of confidential, sensitive, or strategic information:** carelessness or deliberate diversion with the access.



If you identify any illegality or inappropriate behavior, such as those mentioned in the examples, you can make a report and help us build an increasingly healthy work environment.

