



# Human Rights Dialogues

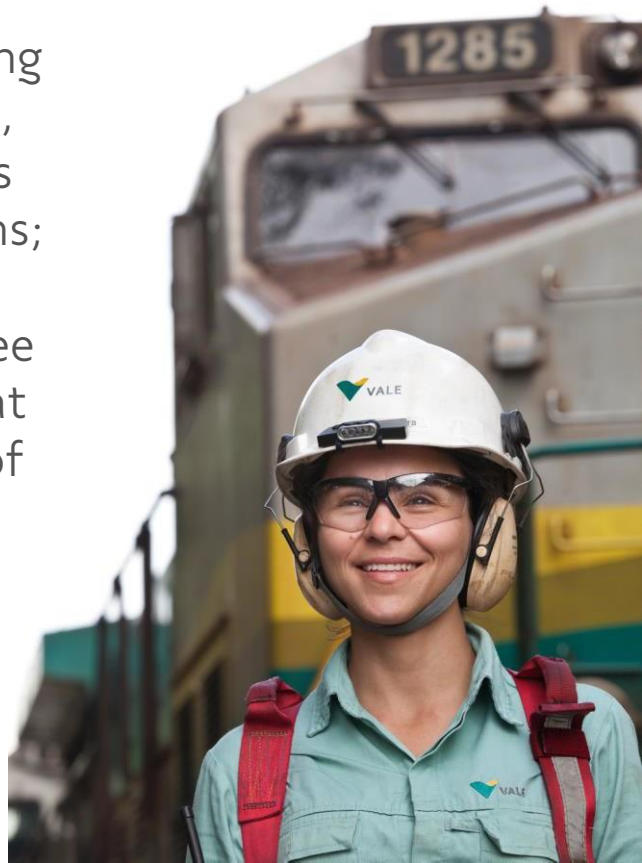
2024



# Human Rights Dialogues

We present the Human Rights content suggestions guide to support operations and projects, at Vale and throughout the value chain, in conducting effective dialogues with own and third-party employees with the goal of:

1. Continuously promote reflection and dialogue with employees;
2. Contribute to employees being able to recognize their rights, identify and report situations that may constitute violations;
3. Prevent and combat employee involvement in situations that could constitute a violation of human rights, whether by members of the community
4. or other employees.



# Calendar

Below we present a monthly calendar of proposed themes to be discussed in dialogues with workers.

<p><b>January</b></p> <p>Combating work analogous to slavery</p> <p>Page 4</p>	<p><b>February</b></p> <p>Moral Harassment and Sexual Harassment</p> <p>Page 5-6</p>	<p><b>March</b></p> <p>Workplace Discrimination</p> <p>Page 7</p>
<p><b>April</b></p> <p>Indigenous Peoples and Traditional Communities</p> <p>Page 8</p>	<p><b>May</b></p> <p>Combating Child Sexual Abuse and Exploitation</p> <p>Page 9</p>	<p><b>June</b></p> <p>Child Labor</p> <p>Sexual Orientation</p> <p>Page 10-11</p>
<p><b>July</b></p> <p>Political and Trade Union Freedom</p> <p>Page 12</p>	<p><b>August</b></p> <p>Listening Channels</p> <p>Page 13-14</p>	<p><b>September</b></p> <p>Gender Discrimination</p> <p>Page 15</p>
<p><b>October</b></p> <p>Corporate Security</p> <p>Page 16</p>	<p><b>November</b></p> <p>Xenophobia</p> <p>Racism</p> <p>Page 17-18</p>	<p><b>December</b></p> <p>Relationship with the Communities we operate in</p> <p>Page 19</p>

# Human Rights Dialogues

## Topic: Combating work analogous to slavery

Work analogous to slavery occurs when workers are subjected to situations of extreme exploitation and violation of their rights, a situation that unfortunately still occurs worldwide.

Despite the similar name, modern slavery presents different characteristics from slavery practiced over a hundred years ago, and it's important for us to identify this scenario to actively combat it. Learn more about the topic:

### Be aware of these conditions:



- **Undignified working conditions:** inhumane and humiliating conditions or working without access to basic resources such as water and/or restroom facilities during the workday.
- **Debt bondage:** working to repay unjust debts that never seem to decrease, keeping workers trapped in a cycle of exploitation.
- **Exhausting work hours:** repeated and continuous overtime hours beyond legal limits, even if agreed upon and compensated, or working without adequate rest breaks.
- **Forced labor:** being compelled to work under physical and/or psychological violence, withholding personal documents, and restricting the worker's freedom of movement.
- **Poor housing conditions:** living in degrading accommodations without access to basic sanitation, clean water, or adequate hygiene conditions.

If you witness or suspect any situation of **forced labor** at Vale, do not be silent:

#### Vale's Whistleblowing Channel

To report cases of suspicions or misconduct.

**1-844-450-500** (Canada)

**+55 21 3485-3000** (other countries)

#### Vale's Respect Channel:

To report sexual harassment or discrimination.

**1-833-361-1055**



# Human Rights Dialogues

## Topic: Moral Harassment

**Moral Harassment** is the exposure of a person to humiliating and embarrassing situations in the workplace, in a repeated, prolonged, and targeted manner.

This conduct causes **moral harm**, impacting the dignity and integrity of the victim, jeopardizing their health, and harming the work environment.

At our company, we **DO NOT** tolerate any form of disrespect. Isolated situations, even if they do not constitute moral harassment, are considered inappropriate behavior.

**Moral Harassment occurs as a result of a continuous action**, which results in the humiliation of the employee and even removes them from professional relationships.

### Examples of behaviors that may constitute moral harassment:

- **Rude and inappropriate** language, malicious comments, and **rumors**;
- **Offensive and embarrassing** jokes and/or humor;
- Explicit or veiled **threats**;
- Using the employee as an **example of low performance**;
- Assigning **useless tasks**, **exclude** employees from their activities.

If you witness situations of **Moral Harassment** at Vale, do not be silent:

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# Human Rights Dialogues

## Topic: Sexual Harassment

Sexual harassment occurs when someone seeks to gain sexual advantage or favor from another person.

It's when someone makes improper advances, indecent comments, or obscene observations about the victim. It includes promising or providing promotion, compensation, or special treatment in exchange for sexual favors.

Sexual harassment not only violates the rights and dignity of individuals but can also have serious consequences for the victim's mental and emotional health, creating a toxic work environment.

**Sexual harassment** is shaming another person with sexually suggestive behavior in the workplace, in which, as a rule, one uses their influence to get what they want. It is a form of pressure that causes suffering to the victim

### Examples of behaviors that may constitute Sexual Harassment:

- Whistling, making inappropriate sounds or gestures;
- Looking offensively, touching, hugging, or kissing without consent;
- Phone calls, messages, jokes, or comments of a sexual nature;
- Requesting sexual caressing as a condition For giving or keeping a job;
- Showing or sharing explicitly sexual images.

If you witness situations of **sexual harassment** at Vale, do not be silent:

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# Human Rights Dialogues

## Topic: Workplace Discrimination

**Workplace discrimination** refers to negative attitudes, generalizations, or discrimination directed at certain types of occupations or professions, such as cleaning and maintenance professionals. This type of prejudice is based on the idea that certain occupations are less valued, prestigious, or dignified than others.

These attitudes contribute to the creation of a hostile and disrespectful work environment, where professionals in these occupations may feel marginalized and excluded.

### Examples of hostile attitudes towards other professionals:

- Using **disrespectful language or creating prejudiced labels** about professionals based on their job function;
- **Excluding or avoiding interaction** with a colleague from a different role;
- **Bullying or making jokes** about someone's job function.



All professions play a fundamental role in the functioning of our company and society. Each employee contributes uniquely to the organization's success and growth, bringing valuable skills, knowledge, and experiences to our work environment.

If you witness **workplace discrimination** at Vale, do not be silent:

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# Human Rights Dialogues

## Topic: **Indigenous Peoples and Traditional Communities**

**Do you know what are traditional communities? And Indigenous Peoples?**

**Traditional Communities** are culturally differentiated groups that recognize themselves as such and have their own forms of social organization. These communities occupy and use territories and natural resources as a condition for their cultural, social, religious, ancestral, and economic reproduction, utilizing knowledge, innovations, and practices generated and transmitted by tradition.

**Indigenous Peoples** are groups that, with a history dating back to before colonization, consider themselves distinct from other sectors of society. They are groups that seek to conserve, develop and pass on their ancestral territories and ethnic identity to future generations, as the basis of their continued existence as a people.

**At Vale, we are all responsible for recognizing and respecting the sociocultural diversity of these communities and not engaging in discriminatory acts.**

- We acknowledge that **traditional communities**, including Indigenous Peoples, have a **unique relationship with the territory** where their cultural practices and identity are formed.
- We act by observing **their rights and traditional ways of life**.
- We establish a **respectful and trust-based relationship and dialogue**, addressing the issues raised by the communities and fulfilling our legal obligation to manage our risks and impacts.

If you witness any discriminatory situation, do not be silent:

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# Human Rights Dialogues

## Topic: Sexual Violence Against Children and Adolescents


**Sexual abuse of children and adolescents** is a violence for the sexual gratification of older individuals. It can involve threats or seduction and occur with or without physical contact, usually perpetrated by someone known to the child or adolescent.

**Sexual exploitation of children and adolescents** is a form of abuse that occurs when the relationship happens in exchange for payment or aiming profit. It can happen in various forms, including coercion, manipulation, bribery, blackmail, threats, or physical violence.

Childhood and adolescence are special phases of human development. This is a period where protection and guidance are essential for the formation of a healthy and responsible adult.

The **consequences of sexual violence include**: negative impact on physical, psychological, and social development, sexually transmitted infections, school evasion, early pregnancy, high suicide attempt rates, continuous cycle of violence, compromised future

**Protection for children and adolescents: do it now!**

- 
- At least 120 million girls under the age of 20 worldwide – about 1 in 10 – have been forced to engage in sex or perform other sexual acts, although the actual figure is likely much higher. Roughly 90 per cent of adolescent girls who report forced sex say that their first perpetrator was someone they knew

Unicef, 2022

If you witness situations of **sexual abuse of children and adolescents** at Vale, don't be silent:

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# Human Rights Dialogues

## Topic: Child Labor

**Child labor** is defined as any economic or labor activity carried out by children and adolescents under the legally permitted age for work, or when, even within the permitted age, they are exposed to dangerous situations that may harm their health, safety, and development.

Childhood and adolescence are special phases of human development. This is a period where protection and guidance are essential for the formation of a healthy and responsible adult.

**Ensuring the protection of childhood and adolescence is urgent!**



- The latest global estimates indicate that the number of children in child labor has risen to 160 million worldwide children and adolescents between 5 and 17 years
- Child labor compromises children's education, restricting their rights and limiting their future opportunities, and leads to vicious inter-generational cycles of poverty and child labor.

Unicef, 2021

Child labor is a harmful practice that deprives children of their childhood, education, and development opportunities. All of us at Vale have the responsibility to ensure that our operations and supply chains are free from child labor.

If you witness **child labor** situations at Vale, do not be silent:

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# Human Rights Dialogues

## Topic: Sexual Orientation

### Did you know?

**Gender Identity:** This refers to how a person feels and perceives their own gender. Examples:

**Cisgender Woman (or just cis):** person born with a female biological sex who identifies as a woman.

**Transgender Man (or just trans):** person born with a female biological sex who identifies as a man.

**Non-binary:** person whose gender identity does not fit within the traditional categories of man or woman.

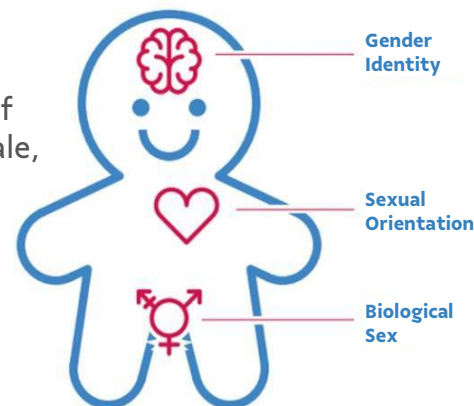
Sexual Orientation: affective and/or sexual attraction a person feels. Each person is unique and may be attracted in different ways to different people throughout their life. Some of the categories are: Homosexual: person who feels affective and/or sexual attraction only to people of the same gender. This group includes gays and lesbians.

**Bisexual:** A person who feels affective and/or sexual attraction to more than one gender.

**Heterosexual:** A person who feels affective and/or sexual attraction only to people of the opposite gender

There are various types of sexual orientation, and prejudice against any of them is **a human rights violation**. At Vale, we do not tolerate any form of harassment or discrimination.

We emphasize the importance of learning and evolving with teams that demonstrate respect, diversity, and inclusion.



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**At Vale, we have a zero-tolerance policy against homophobia and transphobia!**



# Human Rights Dialogues

## Topic: Political and Trade Union Freedom

Every employee or third party is free to maintain their own **political beliefs**, affiliate with political parties, and associate for **collective bargaining**.

Political and trade union freedom means **respecting diverse viewpoints**, including the right of workers to associate collectively, forming associations and unions in accordance with local laws

Associations and unions are important, and different perspectives lead to more effective decisions and innovative and inclusive solutions to social problems, which can result in sounder protections and benefits for workers.

### What does Vale expect from you?

- **Respect** your colleagues' political beliefs;
- Discuss politics politely, debating different approaches **in a thoughtful and open manner**;
- Respect **freedom of association and collective bargaining**;
- **Do not** engage in political campaigning, wear party attire, or distribute campaign materials **within company facilities**;
- Do not use your position to **impose opinions**;
- **Do not favor or penalize** an employee for having **similar or different** opinions than yours;
- **Vale does not associate** with any political party activities without prior authorization.

If you witness or suspect any **violating of political and union freedom** at Vale, do not be silent:

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# Human Rights Dialogues

## Topic: How does Vale listen to me?



### Need to file a complaint?

We have our own **Whistleblower Channel** that can be used anonymously by all affected parties, whether employees or third parties involved in our operations.

All reports received through the channel are investigated by a specialized internal team, maintaining confidentiality to protect the individual and ensure a fair investigation.

Vale **does not tolerate any form of retaliation** against people who report their complaints.

## How can I report a situation?

Leadership Support	Whistleblower Channel	Respect Channel
<p>Open and transparent dialogue is always an option.</p> <p>Leadership will be available to support you if you feel comfortable.</p>	<p>To report suspected or misconduct cases.</p> <p><b>1-844-450-500</b> (Canada)</p> <p><b>+55 21 3485-3000</b> (other countries)</p> <p> <a href="http://vale.com/en/whistleblower-channel">vale.com/en/whistleblower-channel</a></p>	<p>A humanized channel dedicated to listening for cases of <b>sexual harassment and discrimination</b>.</p> <p> <b>1-833-361-1055</b></p>



# Human Rights Dialogues

## Topic: Do know how to guide your community to contact Vale?

Are you familiar with our Whistleblowing Channels? To fulfill our purpose of "improving life and transforming the future," it is essential to maintain **open and transparent dialogue channels**. Through our Whistleblowing Channels, we can interact and answer questions, provide information, and receive complaints and requests directed to Vale.

### Whistleblowing Channel

To report suspected cases or misconduct.

 **0800 821 5000**

 **[vale.com/pt/canal-de-denuncias](http://vale.com/pt/canal-de-denuncias)**

### Hello Vale

For community service and information about passenger trains and railways.

 **0800 285 700**

 **[vale.com/rconline](http://vale.com/rconline)**

 **0800 021 9934**

### Contact us

For suggestions, complaints, compliments, requests or questions.

 **[vale.com/en/contact-us](http://vale.com/en/contact-us)**

### Reparation Call Center

To serve communities impacted by the collapse of the Brumadinho dam.

 **[vale.com/en/contact-us](http://vale.com/en/contact-us)**

Communities can also speak directly to the relationship professional in their area or access: [vale.com/rconline](http://vale.com/rconline).

# Human Rights Dialogues

## Topic: Gender Discrimination

**Gender discrimination** refers to unequal and/or prejudiced treatment directed at women based on their sex or gender.

Some data from Brazil:

- **84.5% of people have at least one type of prejudice against women.** UNDP study, 2023
- **Women occupy only 38% of leadership positions in Brazil.** Forbes, 2023.
- **For 31% of Brazilians, men would have more right to work than women or men make better businesses than women.** UNDP study, 2023
- **Seven out of ten women have felt pressure in the workplace because of their appearance.** Future of Work Survey | Época NEGÓCIOS, 2024
- **Half of women lose their jobs in the two years following maternity leave.** Study of FGV, 2022

Together,  
we can  
transform!



### Be part of the change

- In your family, educate children so that they do not reproduce sexist conducts.
- At work, do not tolerate these embarrassing situations. Combat gender misinformation and hateful and violent speech.
- Know how to recognize your own inappropriate postures and adjust them.
- Help women who may be experiencing violence in the workplace.

If you witness **gender discrimination** at Vale, do not be silent:

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# Human Rights Dialogues

## Topic: Corporate Security

Security teams work to protect Vale's people and assets. Your actions must always be taken in compliance with our company values, our Code of Conduct, the Human Rights Policy and the Voluntary Principles for Security and Human Rights.

It is necessary to **prioritize Dialogue and a peaceful resolution** of conflicts and avoid **using force** whenever possible. When necessary, use it **proportionally**, preserving human life and paying special attention to **vulnerable groups**.

In addition, actions should be promoted to prevent and mitigate the risks mapped in the Human Rights Risk Assessment. It is the duty of security teams to preserve our rights and in no way harm them.

### If you identify:



- Conduct motivated by **personal revenge**;
- **Unjustified search** of belongings or body;
- **Invasion** of privacy;
- **Disproportionate** use of force;
- Private **incarceration** or
- Misconduct in interaction with **agents public security**;

### Look for the whistleblowing channels.

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# Human Rights Dialogues

## Topic: Xenophobia

**Xenophobia** is when someone dislikes or mistreats people simply because they are from different cultures or countries. It's like being afraid of or angry at someone because they weren't born in the same place or don't have the same culture as you. This feeling of irrational and discriminatory aversion or hatred can lead to social isolation and physical or verbal violence against people of other cultures, nationalities or ethnicities.

It is necessary to **respect cultural diversities** of indigenous peoples, traditional communities, people from other regions (even within the same country), refugees and the other social groups that make up the plurality of the worldwide population.

### Examples of conduct that may constitute xenophobia:

- Using **disrespectful language or creating prejudiced labels** about people of different ethnic or cultural backgrounds;
- **Exclude or avoid interacting** with an employee of a different nationality or ethnicity;
- **Treat unfairly** in terms of **assignment of tasks**, promotions or opportunities for professional development, due to their nationality;
- Making **jokes** or **bullying** motivated by cultural differences.



If you witness situations of **xenophobia** at Vale, do not be silent:

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# Human Rights Dialogues

## Topic: Racism

**Racism** is a form of prejudice and discrimination based on a person's race or ethnicity.

Racism occurs when someone is treated unfairly or differently because of their skin color, background, or culture. This can result in preferential treatment for some people and discrimination for others.

Racial discrimination can increase the risk of developing diseases and syndromes that affect mental health, such as anxiety, depression, and burnout.

### Examples of conduct that can constitute racism:

- Offensive comments or jokes based on skin color or ethnicity;
- **Exclude or avoid interacting** with an employee just because their skin color is different;
- **Treat unfairly** in terms of **assigning tasks**, promotions or opportunities for professional development, due to their skin tone or ethnicity;
- Making **jokes** or **bullying** motivated by cultural differences.



All of us at Vale are responsible for **respecting everyone**, regardless of the color of their skin or origin!

If you witness situations of **racism** at Vale, do not be silent:

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# Human Rights Dialogues

## Topic: Relationship with the communities we operate in

Vale is represented by employees (own and third parties), administrators, executive directors and other partners who relate to the community. We believe that these relationships are based on **respect and coherence** with our values.

This means that, regardless of whether an employee is **at their base or traveling on duty**, this respect must be maintained, since they continue to represent Vale, regardless of location or situation.

We do not tolerate **any form** of violence, prejudice, discrimination, racism, homophobia, moral or sexual harassment, nor any situations of humiliation, intimidation, exposure to ridicule, hostility or embarrassment.

**Access the QR Code to learn more about the Principles of Conduct for Third Parties:**



**Cautions in the relationship with communities:**

**Respect the communities we operate in**, valuing the knowledge and capacities of local communities;

Seek to **understand and respect the history** and rights of the communities that surround our activities;

**Maintain a transparent dialogue** with the communities impacted by our activities and act aligned with the sustainable development goals;

**Identify risks and address impacts** on communities impacted by our activities.

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