



**Objective:** Establish guidelines and commitments so that Vale's activities are guided by respect, inclusion, equity and appreciation of human and cultural diversity in the development of its activities, partnerships and in its production chain, in all regions where it is present and throughout the life cycle of its enterprises.

## Application:

This policy applies to Vale and its wholly-owned (100%) subsidiaries and shall be followed by its direct and indirect subsidiaries, in Brazil and in other countries, always respecting the constituent documents and applicable local legislation. Its adoption is encouraged in other entities in which Vale is a shareholder, in Brazil and other countries.

All employees, directors and members of Vale's Fiscal Council, the Board of Directors and the Advisory Committee of Vale and its subsidiaries must know and be committed to the rules set forth in this policy and are responsible for disseminating and practicing the guidelines contained herein.

All customers, service providers and suppliers, including other partners, of Vale and its subsidiaries must know and observe this Policy to guide their conduct and prevent conflicts and violations.

## References:

- POL-0001-G – Code of Conduct
- POL-0005-G – Human Rights Policy
- POL-0009-G – Risk Management Policy
- POL-0016-G – Anti-Corruption Policy
- POL-0019-G – Sustainability Policy

## Definitions:

**Diversity:** set of characteristics that differentiate people, making each individual unique and singular. It is the range of human differences, whether social or cultural, including but not limited to race, ethnicity, gender, gender identity, sexual orientation, age, social class, disability, nationality and political beliefs.

**Equity:** Ensuring universal access to fundamental rights impartially. Acknowledge inequalities and act in search of justice and equality.

**Inclusion:** achieving a work environment where all individuals are treated with justice and respect, have equal access to opportunities and resources, and can contribute to the success of an organization.

**Unconscious Bias:** an implicit association, whether about people, places, or situations, which is often based on misguided, inaccurate, or incomplete information and includes the personal stories we bring to the situation. Its result is the quick judgment of people, without considering facts and data or without considering the impact of our history and personal values on that judgment.

**Stakeholders:** customers, suppliers, service providers, investors, partners, communities, government, civil society and non-governmental organizations.



## Strategic guidelines for valuing diversity and promoting a more inclusive company:

- **Institutional commitment:** respect and value the uniqueness of all employees and Stakeholders, promote an inclusive work environment and combat discrimination and prejudice in all its forms.
- **Lead in an inspiring way:** decisions that are free of prejudice and based solely on objective factors. Promote inclusive environments, foster moments of active listening, form and develop diverse teams whatever the area of the company. Position yourself when witnessing exclusionary behaviors and/or discriminatory attitudes and inspire people by example.
- **Promote inclusive and affirmative processes:** ensure and promote inclusive practices, policies, standards and internal processes to attract, hire, develop, recognize and retain the best and most diverse talents.
- **Value the diversity of employees and stakeholders:** recognize and value the individualities of employees and Stakeholders and ensure an inclusive work environment that does not tolerate prejudice or discrimination.

## Vale's Commitments to Diversity, Equity and Inclusion

1. **Promoting an environment of respect for all:** recognize and value the individualities of employees and stakeholders, ensuring a fair working environment where everyone has equal opportunities to develop their potential.
2. **Building a reliable environment:** ensure an environment of psychological security in which people have the freedom to be themselves, being able to share their ideas and expose their views in a respectful way with others through open and transparent dialogue.
3. **Establish processes free of prejudice:** treat everyone fairly and equitably, without discrimination on grounds of race, ethnicity, gender, gender identity, sexual orientation, age, social class, disability, religious beliefs, nationality and political beliefs including internal guidelines and processes such as internal recruitment, termination, promotion, compensation and benefits, training or retirement that must be based on merit.
4. **No tolerance for prejudice, discrimination and harassment:** respect the dignity and human rights of all people in the workplace. Any violations of this policy are considered violations of Vale's Code of Conduct (POL-0001-G), and are subject to the penalties outlined within the Code.
5. **Promotion of Diversity, Equity and Inclusion:** stimulate dialogue and debate to increase awareness of employees, third parties, suppliers, customers and communities about respect for Diversity and combat discrimination through internal and external campaigns, training and educational actions.

## General Provisions:

This policy shall be reviewed periodically at least once every three (3) years or on demand and submitted for approval by the Board of Directors.