



# Sand Dollar Sports Code of Ethics and Sustainability

1. **Ethical Work Environment** : We promote a fair and respectful work environment, where all employees are treated equally and teamwork, transparency and compliance with laws are encouraged.
2. **Owners and Shareholders**: The owners of the company guide their decisions for the benefit of sustainable and balanced economic development, always seeking social and environmental well-being.
3. **Managers and Executives**: SDS leaders must act ethically, report accurately, and maintain a trustworthy work environment, ensuring compliance with this code and internal policies.
4. **Employee Accountability**: All SDS workers are committed to fulfilling their responsibilities honestly and to reporting any concerns or non-compliances they observe.
5. **Responsible Use of Resources**: The company's resources must be used exclusively for work purposes, avoiding waste and maximizing their durability to reduce environmental impact.
6. **Care for the Environment**: SDS is committed to environmental care practices, such as recycling, the use of clean energy and the preference for biodegradable materials. In water activities, it promotes respect for and protection of marine biodiversity.
7. **Reef Protection**: SDS implements strict measures to conserve coral reefs. Employees and customers are instructed to avoid damaging the coral and to use only biodegradable products or clothing that does not affect the ecosystem.
8. **Political Neutrality and Community Support**: The company respects diversity of opinion and maintains a neutral stance on political issues, instead supporting the local community and engaging in social benefit activities.

9. **Confidentiality of Information:** We protect the private and commercial information of the company, customers and employees. Confidential information is only disclosed when necessary and authorized.
10. **Conflicts of Interest:** SDS establishes guidelines to prevent employees from participating in activities that may affect the impartiality of their decisions for the benefit of the company.
11. **Anti-Bribery and Corruption:** The company prohibits any form of corruption. Relationships with customers, suppliers and authorities must be legal and honest, without offering or accepting bribes.
12. **Ethical Market Intelligence:** SDS obtains market information in an ethical and legal manner, respecting the confidentiality of its own data and that of third parties.
13. **Negotiations with Customers and Suppliers:** Business relationships are fair and transparent. SDS chooses sustainable suppliers and responds to customer complaints promptly, always guaranteeing quality and safety.
14. **Code Management and Compliance:** Managers are responsible for enforcing this code. Violations are investigated and can lead to disciplinary sanctions, always seeking to protect employees who report problems honestly.

## **Sand Dollar Sports Code of Ethics and Sustainability**

At Sand Dollar Sports (SDS), we are committed to acting ethically and sustainably, always seeking to generate a positive impact on the environment and the community where we operate. Our Code of Ethics guides all our employees and partners to meet high standards of integrity, social responsibility and sustainability.

### **Principles and Commitments:**

1. **Ethical and Respectful Work Environment:**
  - SDS fosters an inclusive and respectful work environment, where all employees have equal opportunities, regardless of their background, gender, or status. We value teamwork, honesty, and compliance with applicable laws and regulations.
2. **Responsibility with the Environment:**
  - We adopt practices to reduce our environmental impact, promoting recycling, energy saving and the use of biodegradable materials.
  - In our maritime activities, especially in reef areas, we follow strict guidelines to protect marine life, such as avoiding the use of sunscreens that can damage

coral and encouraging the use of biodegradable sunscreens or protective clothing.

**3. Fair Relations and Transparency:**

- We maintain honest and transparent relationships with our customers, suppliers and employees. We ensure that all of our transactions and business practices respect integrity, without accepting or offering inappropriate bribes or incentives.
- We select our suppliers based on sustainable practices and fair conditions, promoting fair trade and respect for quality and sustainability standards.

**4. Information Protection and Confidentiality:**

- We are committed to protecting the private and confidential information of our customers, employees and partners. Non-public information is handled responsibly, and is only shared when necessary and authorized.

**5. Social Commitment and Community Support:**

- SDS supports local initiatives and collaborates with organizations to contribute to community well-being. Our employees also participate in social programs that seek a positive and lasting impact.

**6. Anti-Corruption and Good Business Practices:**

- At SDS, we prohibit all forms of corruption. We always act in accordance with the law, avoiding activities that could compromise the integrity of our businesses and employees. We focus on the development of a fair market and respect for competition.

**7. Coral Reef Conservation and Protection:**

- Because many of our activities are reef-related, we have strict policies in place to preserve these delicate ecosystems. Our employees, guides, and clients are educated on conservation practices, such as not touching or damaging corals or removing organisms from the sea. We promote responsible waste disposal to protect marine life.

**How We Practice Sustainability:**

- **Reduce, Reuse and Recycle:** At SDS, we are committed to minimizing waste. We reuse and recycle materials where possible and encourage responsible consumption among our employees.
- **Efficient Use of Resources:** In the office, we adopt measures to save water, energy and office materials, helping to reduce our environmental footprint.
- **Choice of Sustainable Products:** We opt for products from suppliers who share our commitment to sustainability and prioritize the use of durable and recyclable materials.