

LOJAS RENNER S.A.

 RENNER CAMICADO youCOM realize repassa

Sustainability Policy

SUMMARY

1	INTRODUCTION	3
2	TO WHOM IT APPLIES	3
3	POLICY	3
3.1	PRINCIPLES.....	3
3.2	COMMITMENTS	5
3.3	STRATEGIC GUIDELINES.....	6
4	RESPONSIBILITIES	12
4.1	GOVERNANCE AND MACRO RESPONSIBILITIES	12
4.2	POLICY APPLICATION	13

1 INTRODUCTION

This policy presents the commitment of Lojas Renner S.A. with sustainable development, guiding the management, values and positioning of the Company and all its employees in relation to each of the strategic sustainability guidelines.

2 TO WHOM IT APPLIES

The principles, commitments and guidelines expressed herein apply to all subsidiaries of Lojas Renner S.A., in all units, comprising the entire value chain of the Company and its stakeholders, including, but not limited to, suppliers, service providers and contractors, actors in distribution and logistics processes, waste management, mergers and acquisitions processes, in addition to other business partners, from raw material producers to actors involved in post-consumption.

3 POLICY

As a purpose, Lojas Renner S.A. believes that fashion must be agile, fair, aware and responsible in all stages of its value chain, from the less impactful production of raw materials to the sale of more sustainable products. The achievement of this purpose demands from the Company the effort for continuous improvement, intelligent management of resources, discipline in execution and, above all, innovation.

In this context, it is essential to establish principles, commitments and guidelines to be complied with by the Company, employees engaged and aligned with the purpose of sustainability and a culture of valuing this concept in all decision-making levels of the company.

3.1 PRINCIPLES

Engagement for sustainability and continuous improvement

- Maintain an environmental management system so that its processes, products and services comply with current legislation and the standards established by Lojas Renner S.A.
- Seek continuous improvement of processes, products and services, from a sustainability standpoint, meeting the expectations of customers, employees, shareholders, community, suppliers and other interested parties.
- Develop and execute sustainable programs and projects, integrating the different areas and levels of the Company.
- Monitor socio-environmental risks in the operation and throughout the value chain, including emerging risks that may generate impacts in the long term, through the continuous development of processes and activities that guarantee careful analysis and

do not allow the relationship with individuals or legal entities associated with activities that disrespect our socio-environmental principles and commitments presented here.

Social development

- Protect human rights, respecting fundamental freedoms, combating slave and child labor and the sexual exploitation of minors.
- Protect labor rights, respecting and valuing equity and diversity, as well as free union association and collective bargaining throughout the value chain.
- Promote legal compliance and good health and safety practices for workers, seeking a preventive approach to risks and continuous improvement.
- Promote Diversity and Inclusion in all our operations, value chain and customer group, ensuring respect for all people who are working in our ecosystem
- Repudiate corrupt practices and promote ethical and transparent relationships with all stakeholders at Lojas Renner S.A., not admitting relationships with any interested party that is related to organized crime, illegal activities or terrorism.

Environmental preservation

- Identify, avoid and minimize the environmental impacts resulting from the activities of Lojas Renner S.A. by managing the sustainable use of natural resources with a view to preserving the environment and preventing environmental degradation and illegal mineral, plant and/or animal extraction activities.
- Promote the eco-efficient management of energy, water and chemical consumption and the generation of waste, effluents and atmospheric emissions throughout the operation and value chain of Lojas Renner S.A., through the conscious use of these resources, adoption and promotion of processes and more efficient technologies, with a focus on protecting the environment, preventing pollution and reducing environmental impacts;
- Consider the principles of the circular economy in the operations and development of products and services, seeking to reduce waste and pollution, maintain products and materials in use, and regenerate natural systems;
- Promote the protection, preservation and development of biodiversity in our operations and in the value chain of Lojas Renner S.A..

Economic

- Add value and carry out operations with profitability, quality and competitiveness in an efficient and effective manner, generating return for all stakeholders of Lojas Renner S.A.
- Promoting the continuous development of a solid supply chain, generating value through fair contracts that adequately remunerate suppliers and partners, support in management improvement programs and the establishment of healthy and long-term relationships.

3.2 COMMITMENTS

United Nations Global Compact

The Company is a signatory to the United Nations (UN) initiative, which mobilizes the business community to adopt good practices in business related to Human Rights, Labor Rights, Environmental Protection and Anti-Corruption in all areas its shapes. Learn more at: <http://www.pactoglobal.org.br/>.

Through the Global Compact, Lojas Renner S.A. engages in contributing to the achievement of 17 Sustainable Development Goals, which unfold into 169 goals assumed by UN member states. Learn more at: <https://nacoesunidas.org/pos2015/agenda2030/>

In addition, it is a participant in the following movements led by Rede Brasil do Pacto Global:

Elas Lideram Movement, which aims at gender equality in partner organizations by 2030. In this sense, the company has defined and annually monitors its gender equity goals.

Decent Salary Movement, which seeks to promote decent work through the implementation and promotion of decent wages for the Company's employees and engagement on the subject in the value chain by 2030.

Race is Priority Movement, which aims to increase the number of Black and indigenous people in leadership positions by 2030.

Net Zero Ambition Movement, which seeks to collectively achieve, among Brazilian companies, the reduction of 2 Giga Tonnes of CO2 in accumulated emissions by 2030.

Principles for the Empowerment of Women

The Company supports the Principles for the Empowerment of Women, an initiative by UN Women, in order to encourage business initiatives and practices aimed at gender equality and women's empowerment. Learn more at: www.onumulheres.org.br

Women on Board

The Company is certified by the initiative, which seeks to recognize, value and promote corporate environments in which women are part of senior leadership, with at least two women on the board of directors.

Pact for the Eradication of Slave Labor

Lojas Renner S.A. is a signatory of the Pact for the Eradication of Slave Labor, an initiative of the InPACTO Institute, through which it undertakes to contribute to the fight and eradication of any form of forced or slave labor and the exploitation of vulnerable workers, including child labor, throughout its operation and value chain.

Business Ambition for 1.5° C

The Company is a signatory to the UN's Business Ambition for 1.5° C campaign, which invites companies to set science-based targets for reducing emissions in an amount sufficient to contribute to limiting global temperature increases to 1.5°C above from pre-industrial levels.

Fashion Industry Charter for Climate Action

Lojas Renner S.A. adhered to the fashion industry commitment created by the United Nations Framework Convention on Climate Change (UNFCCC) in line with the Paris Agreement to limit global temperature rise to 1.5 degrees Celsius above pre-industrial levels. To this end, it approved science-based targets for scopes 1, 2 and 3 with the Science Based Targets initiative (SBTi) and is committed to achieving zero net emissions by 2050.

New Sustainability Strategy and Public Commitments for 2030

After delivering the cycle of public commitments from 2018 to 2021, the Company assumed new Sustainability commitments for 2030. Learn more in the [2021 Annual Report](#), page 17.

3.3 STRATEGIC GUIDELINES

To sustain its principles and commitments, Lojas Renner S.A. it has priority strategic guidelines related to themes identified with the greatest potential for generating positive value and mitigating negative impacts on the business.

Guideline 1. Build human and diverse relationships, ensuring that each individual is able to realize their full potential

Employee well-being, safety and development

- Lojas Renner S.A. encourages and raises the awareness of its employees to adopt responsible attitudes in complying with laws and internal rules relating to medicine and occupational safety, acting in a preventive manner and promoting a safe, healthy and quality work environment, seeking continuous improvement.
- The administrators assume responsible management, offering a structure and work environment of excellence, in order to promote a good quality of life for its employees.
- Lojas Renner S.A. offers all people equal opportunities for development and professional advancement, according to performance and skills acquired, taking diversity factors into account.
- The Company formally defines the living wage concept and monitors the amount paid to its direct employees and value chain employees in line with the concept and methodology adopted.

Diversity & Inclusion

- We are committed to combating discrimination and respecting and valuing diversity among all employees, customers, suppliers and other stakeholders who have a relationship with the Company. All people must perform their functions based on ethical behavior, without prejudice of origin, race/color, gender, sexual orientation, color, age, creed, disability or any other forms of discrimination and prejudice. To this end, the Company guarantees an environment in which everyone can express their individuality naturally and without reprisals or negative consequences.
- Equity of treatment and granting of opportunities without discrimination of origin, race/color, gender, sexual orientation, color, age, creed, disability or any other forms of discrimination, from the moment of the attraction and selection process, through the hiring, access to training and promotions, and decision-making in cases of dismissal.
- We are committed to integrating aspects of Diversity & Inclusion in the development and offer of products and services, considering the contribution potential of each of the businesses.

Community

- Transforming the lives of vulnerable women and communities through fashion, with social development and income generation throughout the fashion ecosystem.
- Manage the private social investment of Lojas Renner S.A. and its companies through Instituto Lojas Renner;
- Consider, in the definition of projects supported by Private Social Investment, the appreciation of the protagonism of local actors in each project, the participation of councils

or representative groups in the debate of local development, the reference of public policies for deciding on investment themes, the articulation with other companies, institutes and foundations, the monitoring of indicators and goals of supported projects and the communication of results.

Guideline 2. Advance in building a circular, regenerative, low-carbon business, encouraging and enabling our customers to make informed choices

Eco-efficient management

- Seek to continuously improve the management of the operation to achieve eco-efficient processes and practices, which consume fewer natural resources and generate less environmental impacts.
- Promoting the management and analysis of environmental objectives by acting in the management of eco-efficiency indicators and the development of less impacting raw materials and processes.
- Identify, implement and monitor eco-efficiency indicators in the Company's processes and those of its suppliers for the management and continuous improvement of water and energy consumption, chemical use, waste generation and greenhouse gas emissions in our operations and throughout the value chain.
- Consider, in eco-efficiency gains: a) the development of solutions to reduce the impact of the product's life cycle; b) raising the awareness of stakeholders towards more sustainable actions; c) the adoption of better operating and management practices for stores and buildings, with less environmental impact, such as the use of renewable energies, energy efficiency and the mitigation of emissions.
- Periodically establish eco-efficiency targets to achieve gains that meet the commitments assumed.
- Develop solutions to improve socio-environmental and economic performance in relation to the main raw materials used by suppliers to produce the products sold and the packaging used.

Sustainable products and services

- Continuously build review and innovation processes to deliver more sustainable product lines, with quality, in a service structure with less negative socio-environmental impact.
- Mitigate environmental impacts, covering the entire life cycle of the product: from promoting research and innovation for the use of more sustainable raw materials, to developing

initiatives to encourage the circular economy based on the reintroduction of materials, after their use, to the production cycle.

Promotion of conscious consumption

- Use customer communication tools to promote their education on sustainability and encourage them to adopt conscious consumption habits as a way to drive sustainable development.
- Consider the participation of customers, or groups that represent them, in the conception, development and/or evaluation of the socio-environmental impacts of their products.

Biodiversity and Deforestation

- We are committed to preserving biodiversity and the ecosystems where our operations and value chain are located.
- We seek to avoid, reduce, restore and offset impacts on biodiversity through:
- Public commitment to circularity and regeneration, advancing in the construction of a circular, regenerative and low-carbon business, reducing the need to consume virgin materials;
- Requirement for the supply of raw materials with the highest risk of impacts on biodiversity (cotton and viscose), which must have certification that attests to good practices related to the preservation of biodiversity;
- We support projects for the preservation and restoration of biodiversity and the preservation of local flora and fauna.
- We seek to mitigate and manage any negative impact on animal welfare that may be associated with the production of our products.
- We are committed to fighting deforestation in our operations and in the value chain. For this, we have a supply requirement that guarantees certified origin, avoiding the consumption of wood from native forests for cellulosic fibers in the products sold in our operation and in our paper/cardboard packaging.

Guideline 3. Amplify the impact of our connections, building with our suppliers and partners the answers to the sector's challenges

Responsible suppliers and partners

- Provide for socio-environmental obligations in the procurement of goods and services and encourage the insertion and management of indicators in its value chain, in order to guarantee an ethical and sustainable socio-environmental management of its businesses, in

line with the commitments and guidelines of the Code of Conduct for Employees of Lojas Renner S.A., the Code of Conduct for Suppliers of Lojas Renner S.A., as well as this Policy.

- Monitor the supply chain and its contractors in relation to socio-environmental responsibility requirements and labor/social security regularity, in order to manage and mitigate socio-environmental risks related to legislation, child labor, slave or slave labor and environmental issues.
- Monitor the performance of suppliers and sellers and support their development through training actions that strengthen their efficiency and the sustainability of their operations.
- Seek, in supplier management, to make the chain more solid and competitive, in line with the Company's values, so that Lojas Renner S.A. can continue to grow in a sustainable manner, mitigating risks, reducing the impacts of the life cycle of the products it sells and supporting the adoption of better sustainability practices in the sector's production chains.

Guideline 4. Strengthen the culture of integrity, respect and care for our stakeholders

Ethics and anti-corruption

- We fight corruption in all its forms, including bribery, money laundering, offering or receiving undue advantages and other illegal acts.
- Our Anti-Corruption Policy guides different actions to combat corruption and we have a dedicated Corporate Compliance area to manage the topic and map the risks of the entire operation.
- All employees and suppliers must adhere to the ethical and anti-corruption principles established in the policy and in the Codes of Conduct.
- We offer an adequate, outsourced and independent reporting channel, which guarantees the whistleblower's confidentiality and supports the investigation and handling of all cases that come to the attention of the Company.

Information privacy and security

- We respect the General Data Protection Law and applicable local legislation on the subject, the right to privacy and secrecy. The confidential information of our employees, suppliers and customers, which are known to administrators and employees, must be kept confidential and used only for appropriate and consensual purposes.
- We maintain an Information Security Policy and a structured area dedicated to the subject, internal and external risk audits, systems supported by international certifications and a corporate program aimed at education and awareness in information security.

Engagement of stakeholders

- Offer appropriate engagement mechanisms in order to identify, understand and address the expectations of our stakeholders.
- Provide material, complete, balanced and clear information to support stakeholders in decision-making and assessments on the organization's impacts and contribution to sustainable development.
- Offer training to employees who sell products and services on the attributes and characteristics of each one of them, providing the necessary knowledge for a sale aligned with our value proposition.

4 RESPONSIBILITIES

Management for sustainability at Lojas Renner S.A. it cuts across the business areas, being everyone's responsibility in their day-to-day activities, regardless of their area of expertise or hierarchical level.

The General Sustainability Management, linked to the People and Sustainability Department, and the Sustainability Committee, linked directly to the Board of Directors (CA), are the bodies responsible for maintaining the conditions for the engagement of all those involved in sustainability.

4.1 GOVERNANCE AND MACRO RESPONSIBILITIES

Sustainability Committee

The Sustainability Committee is made up of three members: Director of the area and two members belonging to the Board of Directors, elected by the Board itself, which also appoints the secretary, with a unified term of office of one year, with reelection permitted.

The body works as an interdepartmental instance, with the main objective of advising the Board of Directors in establishing principles and guidelines related to the Company's sustainable development in four pillars: social, environmental, economic and within the best corporate governance practices.

Sustainability General Management

- Provide technical support and/or advise boards and business units on strategic actions to comply with the guidelines of this Policy and on actions to improve the management of sustainability aspects.
- Present proposals for actions for the evolution of the Company's sustainability management, as well as its potential results, to the Sustainability Committee and Board of Directors of Lojas Renner S.A.
- Articulate, internally and externally, resources and people to build programs, projects and actions to fulfill its strategic focuses for sustainability;
- Manage/coordinate the Company's Private Social Investment, carried out through Instituto Lojas Renner.
- Coordinate and execute the elaboration of specific technical materials, research and indexes related to sustainability.
- Provide technical support for engagement activities with stakeholders and/or the Company's sustainability communication content with Marketing (customers), Culture, Communication

and Employee Experience (employees), Investor Relations (investors and shareholders), Company Management Supply Network (suppliers of resale products), Management of Administrative Suppliers (administrative suppliers) and E-commerce (sellers).

- Carry out activities related to the scope of work of the sustainability area.
- Be accountable to stakeholders and receive feedback on the company's sustainability initiatives and performance.
- Clarify doubts and interpretations about this Policy, by email: sustentabilidade@lojasrenner.com.br.

Business areas

It is the responsibility of all business areas, in the development of their activities, processes and decision-making, to comply with the guidelines and principles of this Policy and always observe their alignment with the voluntary commitments and public commitments of Sustainability for 2030 assumed by the Company, in the pursuit of continuous improvement for sustainable development. Any practice that goes against the principles, commitments and strategies established herein must be reported to the General Sustainability Management.

4.2 POLICY APPLICATION

This policy will be reviewed and updated every five years or whenever there are significant changes in aspects of the Company's sustainability strategy, or in its context of operation, at the discretion of the responsible bodies.

The Policy must be the basis for the management processes, for the construction of the Company's socio-environmental objectives related to the principles, commitments and strategies assumed here and for the dissemination of these commitments throughout its value chain.