

1. POLICY

WEG is committed to controlling and restricting restricted substances in its products and production processes, in accordance with the limits established in the regulations, contributing to the sustainability of the business.

2. APPLICATION AND ABRANGENCE

This document is applicable to products manufactured in all WEG's business units and branches, and can be deployed in the branches with the necessary local adaptations. Managers must know and apply the content of this policy, which should be known, when applicable, to the relevant stakeholders defined by Top Management and documented in WPS-28817.

3. GUIDELINES

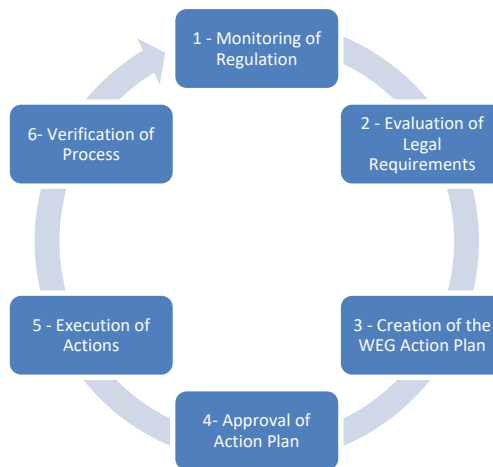
Guide the handling of issues related to restricted substances in WEG products, according to the applicable regulations, in the production plants, commercial branches and suppliers of raw materials, components and inputs.

3.1. Specific guidelines

- Respect the limits of restricted substances, established in the regulations, in their products, packaging, processes and in their supply chain;
- Make efforts in its supply chain to ensure that its products do not have minerals from countries with mining restrictions (Conflict Minerals);
- Use the WEG Restricted Substances List (WFR-35040) as an official basis;

4. Restrict Substance Management

Below are presented the steps in the Product Compliance process to ensure WEG product compliance. The process begins with the identification of a new regulation, ends with implemented and validated actions and maintains itself through periodic checks and the monitoring of new regulations.



4.1. Monitoring of Regulation

The appearance of new regulations or changes to existing ones must be monitored. When the creation / alteration of a regulation is detected, the Product Compliance process begins.

When possible, have the participation of WEG in the construction of regulations (federal, state and others) with the responsible bodies, through class entities or even as a company. In this stage, the working groups use multidisciplinary teams to create a regulation that is appropriate to the reality of the companies.

4.2. Evaluation of Legal Requirements

In this stage, the interpretation of the requirements for WEG's operation is carried out.

During this activity, employees from different areas of knowledge and from all business units of the WEG group (WMO, WEN, WTI, WTD, WDC and WAU) must be involved to ensure that the document takes into account the entire scope of the company's products. The extracted information is inserted in a report, "WEG file" and documented in the WEG Restricted Substances Management Corporate Guidelines Manual (WMM-38839). If there are regulations that bring new restricted substances, the WEG Restricted Substances List (WFR-35040) is updated.

4.3. Creation of Action Plan

The areas responsible for the processes identified in the “WEG file” must be involved, carrying out the analysis of impacts and interaction, to identify the existing gaps, and defining the necessary actions with deadlines and responsible, to guarantee the conformity of the WEG products. Each business unit is responsible for creating these action plans.

4.4. Approval of Action Plan

Submit the Action Plan for approval to one of the WEG Commissions or Committees. The choice of the Commission must be in accordance with the pertinence of the areas.

4.5. Execution of Actions

In this stage, the necessary actions are implemented to ensure the conformity of the WEG product. The implementation of actions and deadlines must be monitored and evidenced to validate the process.

4.6. Verification of Process

In this stage, the process is monitored to ensure that the implemented systematics have been maintained. Producing and commercial branches must pass on the information as requested by the head office.

5. ROLES AND RESPONSABILITIES

AREAS	RESPONSABILITIES
Supply	<ul style="list-style-type: none"> - Develop and maintain suppliers that comply with the WEG Restricted Substances List (WFR-35040) and the WEG procedures; - Ensure that the suppliers' declarations of conformity and the tests carried out are updated according to WEG procedures.
Suppliers of raw materials, components and inputs	<ul style="list-style-type: none"> - Ensure adherence to the WEG Restricted Substances Policy been in accordance with the Supplier's Code of Ethics and the Supply Agreement; - Supply raw materials, components and inputs according to the WEG Restricted Substances List (WFR-35040) and the WEG procedures; - Provide the Declarations of Service to the directives and, when requested, the supporting analyzes; - Respond to research forms on the topic of restricted substances; - Involve your suppliers, supply chain, in the management of restricted substances process;
Engineering Product Project	<ul style="list-style-type: none"> - Specify materials that comply with the WEG Restricted Substances List (WFR-35040);
Product Certification - Brasil	<ul style="list-style-type: none"> - Guarantee the implementation / execution of items 4.1 to 4.6 of this policy; - Keep updated the Restricted Substances Certificates / Declarations that are exclusive and / or shared of your Industrial Plant;
Product Certification – Production Branches	<ul style="list-style-type: none"> - Guarantee the implementation / execution of items 4.1 to 4.6 of this policy; - Keep updated the Restricted Substances Certificates / Declarations that are exclusive of your Industrial Plant;
Committees and Commissions	<ul style="list-style-type: none"> - Evaluate and approve the Action Plans according to item 4.4.
Production Plants and Commercial Branches with modification	<ul style="list-style-type: none"> - Use only raw materials, components and inputs, developed / approved by the Department Responsible for Supplies and in compliance with WFR-35040.
Commercials	<ul style="list-style-type: none"> - Keep customers informed about issues related to restricted substances.

6. APPROVAL FORUM

Quality and Sustainability Management Process Commission.

7. REVIEW FREQUENCY AND RESPONSIBLE AREA FOR REVIEW

To review each two years – Department Responsible for Products Certification.

8. APPROVAL REGISTER

Ata DG 07/2020