

PRIVACY POLICY

INDUSCABOS' main values are ethics, commitment and transparency. We are committed to maintaining a relationship of trust and mutual respect, and we are committed to processing your personal data appropriately in accordance with the LGPD (13,709) since it came into effect, published on August 14, 2018, and is mandatory from September 18, 2020.

Through our policy you will be able to understand how we use and share your personal information, as well as the mechanisms and procedures used to process your personal data, what your rights are and how to exercise them.

1. DATA OF THE CONTROLLER AND THE DATA PROVIDER (Article 41)

A **INDUSCABOS** acts as Controller of personal data, through our company:

NAME	ADDRESS	CONTACT	CNPJ
Induscabos Electrical Conductors LTDA.	Induscabos Avenue, 300	(11) 4634-9000	48.063.416.0001-85

Our Data Protection Officer is the company Sentinela Gestão de Riscos CNPJ:

34.935.032/0001-09, you can exercise your right as a data subject, or learn more about our ongoing actions through our communication channel, dpo@induscabos.com.br.

2. WHAT IS PERSONAL DATA (Art. 5)

Personal data: information related to an identified or identifiable natural person.

In other words, any information that allows someone to be identified, even indirectly, is considered personal data and is protected by law.

Examples:

Personal Data (Full name. CPF, RG, CNH, E-mail and telephone number, Residential address, Voice and image, IP address, etc.)

Sensitive personal data (includes racial origin, religious beliefs, political opinion, health data, sexual orientation, among others).

3. PERSONAL DATA PROCESSING AGENTS (Article 5, 37, 41)

We may share data with **agents or authorized third parties**, always with a legal basis and aiming at legitimate purposes, such as:

- **Technology providers** (hosting, emails, analytics, systemic platforms (ERP, MES, WEB);
- **Service Partners** (payments, customer service);
- **Legal authorities**, when required by law.

Whenever you are asked for personal data, it is important that you are aware of this policy and how to exercise your rights.

The processing of personal data is regulated in Brazil by the General Law on the Protection of Personal Data (Law No. 13,709, of August 14, 2018). For a better understanding of the data processed by INDUSCABOS, we describe below the data used by category:

- **Order Request Data:** This is the data of customers, company contacts, legal representatives or commercial representatives of customers and which are requested by Induscabos for the sale of its products and services when requested by the customer to deliver products or provide services.
- **Supplier contact details:** These are the data we request from our suppliers or from legal or commercial representatives of suppliers to send a commercial proposal, enter into a contract for the supply of services or products, as well as any data from employees of suppliers necessary for the execution of the supply contract

(such as data from freight transport drivers)

- **Service provider data:** are the data requested from service providers, their legal or commercial representatives or their employees and which are necessary to maintain the commercial relationship, to contract services for contract management.
- **Candidate data:** When INDUSCABOS opens a job vacancy, it is common to request some information from candidates, such as name, contact email, employment history and other information that may be relevant to the candidate's participation in the selection process.
- **Employee data:** These are the data collected from Induscabos employees at the time of hiring, such as name, CPF, RG, work card, PIS, as well as the requested data necessary to comply with the legal obligation with e-social and data necessary to comply with regulatory standards with the assistance of service providers for the preparation of technical documentation. In addition to the data that enables the company to offer benefits, such as health insurance and food vouchers.
- **Dependent data:** are the data of employees' dependents and which may be requested by INDUSCABOS to comply with legal obligations, such as income tax or to provide benefits to which the employee is entitled, such as inclusion in the health plan and personal obligations such as alimony.
- **Visitor data:** These are the data requested from those who visit the physical facilities for possible access control.
- **Data of legal representatives:** are the data requested from the legal representative of children and adolescents so that the processing can be carried out for possible access to the physical facilities. The educational institutions to which the child or adolescent attends are also understood as legal representatives. part.
- **Virtual Visitor Data:** are the cookies that may be collected, as the case may be, from visitors to our website, we invite you to read our cookie policy on our website.

4. COLLECTION OF PERSONAL DATA (Article 7)

A **INDUSCABOS** does not condition access to the content on its website to the provision of your personal data. However, some functions of our website may not work perfectly without the processing of personal data (such as our quote and contact us pages)

Solicite o seu orçamento

* Nome	* E-mail
<input type="text"/>	<input type="text"/>
* Celular/Fax	* Segmento
<input type="text"/>	- Selecione -
* Razão Social	* CNPJ/CPF
<input type="text"/>	<input type="text"/>
* Estado	* Cidade
- Selecione -	- Selecione -

Send us your message.

Contact Induscabos Condutores Elétricos

Nome *

Ex. Guilherme Freitas

E-mail *

Ex. seuemail@gmail.com

Razão Social *

Ex: Induscabos Condutores Elétricos

Estado *

Selecione

Assunto *

Selecione

Mensagem *

Escreva aqui...

Escolher arquivo

Nenhum arquivo escolhido

Enviar Mensagem →

Main Office

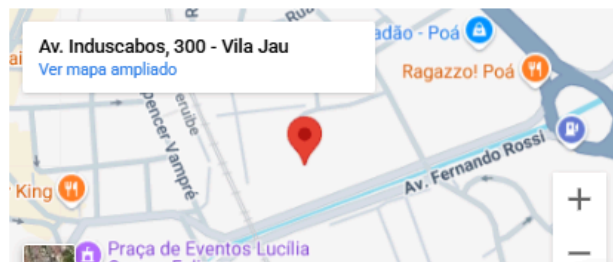
300, Induscabos Ave
Vila Jaú – Poá – SP – Brazil
Zip Code: 08559-300

Phones

Phone.: (55) (11) 4634.9000
Phone.: (55) (11) 4634.4800
Fax.: (55) (11) 4636.2309

Email

induscabos@induscabos.com.br



We will always inform you when the collection of personal data is necessary for the provision of services or so that we can fulfill your request. In this sense, we will also inform you when your decision not to provide us with the requested data may affect our ability to provide our products and services. Your personal data may be collected in the following cases:

- I. When you contact us by email or through the contact us system;
- II. When you register your CV with us or participate in a selection process;
- III. When we are providing services to you or the company you represent;
- IV. When you make your personal data public;
- V. When you visit our website;
- WE. As a result of the commercial or contractual relationship we maintain with your employer;
- VII. When you are at our physical address and your image is captured by our security cameras or we request some information for identification, also for security reasons. When you integrate with the company, we respect your consent, we notify you about your personal data and if you want it to be deleted when you leave the company, when you click on this option the system automatically deletes your data, when you accept to keep the data for the next visit, we will keep it in our databases for a period of 6 months.



- VIII. When you accept to keep data in our databases, we work on the principle of Minimization, Necessity and Transparency, encrypting our banks and encoding personal data

	NOME	DOCUMENTO	MANTER_DADOS
1	teste1	bcaWWGYKIRATg3uJ2grVRQ0aSTFNbu9wTblo9zHIKQBe...	0
	NOME	DOCUMENTO	MANTER_DADOS
1	teste32	HBdsMZ6QWJCBQzIX60Q9ozrJ06A+pl7MpRIY55TUgxcx06...	1

We are not responsible for the content, treatment or policies of third parties, so it is up to you access the Privacy Policy of the platforms outside the environment of the websites maintained by Induscabos being your responsibility to accept or reject it.

5. PURPOSE AND PROCESSING OF PERSONAL DATA (Article 6)

We carry out processing for legitimate, specific, explicit and informed purposes to the holder, without possibility of collections incompatible with these purposes.

PURPOSE	LEGAL BASES	CATEGORIES (PURPOSE OF PROCESSING)
Conclusion of contracts	Contract performance, Legitimate interest, Credit protection	Order request data, employee data, supplier data, service provider data
Communication channels	Contract performance, Legitimate interest, Consent, Procedures, Preliminaries contract related	Order request data, applicant data
Contact Us	Contract performance, Legitimate interest, Consent, Preliminary procedures contract related	Order request data, applicant data, customer data, service provider data

Budget	Consent, Preliminary procedures related to contract	Customer data
Marketing	Consent, Preliminary procedures related to contract	Order request data, applicant data, customer data, service provider data
Legal, regulatory and labor	Regular exercise of rights in legal proceedings, administrative or arbitration, Credit protection, legitimate interest, Compliance with legal obligation. Children and employees: consent, Adolescents: performance of contract, consent)	Employee data, application data, order, candidate data, supplier data, service provider data, visitor data
Tax ANPD Communication	Regular exercise of rights in judicial, administrative or arbitration proceedings, Credit protection, legitimate interest, Compliance with legal obligation. (Children and employees, consent, Adolescents: execution of contract)	Employee data, order request data, applicant data, supplier data, service provider data, visitor data
Selection or hiring process	Consent, Preliminary Contract Procedures and Preliminary Procedures contract related	Candidate data, employee data
Fraud prevention	Regular exercise of rights in judicial, administrative or arbitration proceedings, Credit protection, legitimate interest, Compliance with legal obligation.	Employee data, order request data, applicant data, supplier data, service provider data, visitor data, dependent data
Protection of life or safety physical	Protection of the life or physical safety of the holder or third parties, legitimate interest and guarantee of fraud to the security of the holder	Employee data, candidate data, supplier data, service provider data, visitor data
Website Customization	Consent, Performance of contract	Virtual visitor data, candidate data, service provider data, customers, customer data, suppliers
Benefits offered (health plan) health, dental plan, etc.)	(Children and employees: consent, Adolescents: performance of contract and consent)	Dependent data, Legal guardian data, Employee data
Recruitment of young apprentices	Adolescents, consent; legitimate interest; preliminary procedures related to contract	Candidate data, employee data
Celebrations on dates commemorative	(Children, adolescents and employees: consent, dependent and employed images and videos	dependent and employed images and videos

6. DATA SHARING AND STORAGE (Article 7)

Induscabos does not use your personal data for commercial purposes or share it for commercial purposes. profitable or economic.

This does not mean, however, that your personal data is not shared by us. For reasons of logistics and internal organization of the group, your personal data may be shared:

With competent judicial, administrative or governmental authorities, whenever there is a request, requisition or court order. Your data may also be shared with judicial and administrative authorities and entities whenever necessary for Induscabos to present a defense or promote the regular exercise of a right, as well as to comply with legal or regulatory obligations (such as: Invoice, SPED)

With data operators, which are partner companies that work with Induscabos: we can share data from service providers, employees and collaborators with service providers services, whenever necessary, to ensure the regular performance of our activities. In this sense, we may share data with travel arrangement solution companies, for example, to business travel planning

Automatically in the event of corporate transactions, such as mergers, acquisitions and incorporations.

When Induscabos provides services, depending on the nature of the service and the type of activity that will be performed by our team, it may be necessary to share with customers some personal data of our employees and collaborators. We will notify our team specifically when the data are shared and for what reason. Whenever personal data is shared, we will take all available measures within our reach to ensure that all safety standards are observed information, with strict observance of the purposes described herein.

Internally, your data will be accessed by duly authorized professionals, always respecting the principles of purpose, suitability and necessity for carrying out our services.

We will notify you if any security or privacy incident occurs involving the processing of your personal data, as well as what measures were taken to contain the incident and how this event can impact you directly.

A **INDUSCABOS** may store your personal data on its own servers (in Brazil) or in a cloud environment and server. We do not transfer data outside of Brazil, but if necessary we will ensure that all national and international standards for the protection of personal data are being observed and complied with.

7. RIGHTS OF THE HOLDER (Article 18)

In order for you to fully understand the processing, clearly and safely, it is important that you know your rights, as established in article 18 of the General Personal Data Protection Law.

We indicate your rights below:

YOUR RIGHT	WHAT CHANGES IN PRACTICE
Treatment information	We have a duty to provide all information requested by you about the processing of your data, including information about the existence of the processing.
Easy access to data	You can manage your data at any time, through our data subject channel dpo@induscabos.com.br
Correction of incomplete data	You can request the correction of incomplete, inaccurate or outdated data.
Opposition to treatment	You have the right to object to the processing and to know the consequences of such opposition (including the possible impossibility of providing services

Anonymization, minimization, blocking or deletion of unnecessary data	If you understand that we are processing unnecessary, excessive or unlawful data, you can contact us and we will analyze your request
Data portability	unnecessary, excessive or without legal basis,
Data portability	You may request the portability of your data to another service or product provider. The portability will be carried out in compliance with the industrial and commercial secrets of Induscabos.

YOUR RIGHT	WHAT CHANGES IN PRACTICE
Sharing information of data	You can request information about data sharing and the third parties with whom we share your data.
Information about consent	We will request your consent to carry out some specific treatments (such as for marketing purposes, for example). In this case, you can resolve all your doubts about our consent policy.
Revocation of consent	You may revoke your consent at any time. The effects of the revocation are generated from the date of submission of the request.
Data deletion	You can request the deletion of data processed based on consent. Please note that this right is not absolute and a case-by-case analysis will be carried out to verify the feasibility of deletion.
Complain to authorities governmental	If you feel it is necessary, you can complain on the processing of personal data directly to the National Protection Authority of Data.
Data security	Induscabos must ensure that the processing of your personal data is being done safely.

8. Retention (Articles 15 and 16)

Your personal data will be stored for the period of time necessary to fulfill the purposes of the processing in question, always respecting the legitimate bases. The data subject's channel will always be available for you to resolve doubts regarding the processing of your personal data, the justification for storage, the purpose of the processing and the time we can retain your data and we will respond within a maximum period of 15 days.

We use good data retention practices:

- Define clear retention periods in contracts and internal policies.
- Delete or anonymize data after the purpose has ended.
- Keep a record of retention and disposal operations (Art. 37).
- Comply with the rights of the holder (Art. 18), such as the right to deletion.

9. How we keep your personal data secure (Article 46)

Any personal data held by the Organization will be stored in accordance with the strictest security standards adopted by the market, which includes the adoption of measures such as:

- protection against unauthorized access;
- restricted access of people to the place where personal information is stored;
- and adopt procedures so that agents, Employees or external partners who process personal data commit to maintaining absolute confidentiality of the information, adopting the best practices for handling this data, as determined in corporate policies and procedures.

In addition to technical efforts, the organization also adopts institutional measures aimed at data protection. personal, so that it maintains a governance and privacy program applied to its activities and structure governance, constantly updated.

No transmission of information is completely secure, as it will always be susceptible to errors. techniques, malware and/or similar actions. In this sense, INDUSCABOS adopts the best efforts to preserve your privacy and protect your personal data.

In any case, in the remote event of episodes of this nature occurring, the organization guarantees the full effort to remedy the consequences of the event, always ensuring due transparency to you.

10. HOW TO DISABLE COOKIE COLLECTION (Article 7)

We strongly encourage you to read our Cookie Policy to better understand how this data is used. are used by us and in what situations.

In any case, if you do not agree with the collection, you can disable Google Analytics by through your browser's Add-on, available at the link

<<https://tools.google.com/dlpage/gaoptout?hl=pt-BR>>.

You can find out more details about Google Analytics privacy information in “How Google Analytics Google uses data when you use our partners' sites or apps,” located at

<<https://google.com/intl/pt-BR/policies/privacy/partners/>>

11. GOOD PRACTICES AND GOVERNANCE (Art. 50)

INDUSCABOS adopts programs and **privacy governance**, with **clear rules, monitoring, audits, transparency, continuous improvements**, so we treat personal data seriously.

12. CONTACT OF THE PERSON IN CHARGE

If you have any questions about this Privacy Policy, you may contact our Data Protection Officer through the data subject's channel **Sentinel Risk Management**
CNPJ: 34.935.032/0001-09, dpo@induscabos.com.br.

The provisions set forth herein are in accordance with international best practices for data protection. personal and privacy data, respecting LGPD and GDPR laws.

Review date: Sao Paulo, May 29, 2025