

# REQUISITOS ESSENCIAIS DO TRABALHO

Por meio deste documento, a **empresa URBEM S.A.**, torna pública sua política de atuação em relação aos Requisitos Essenciais do Trabalho (**RETS**) para a Certificação de Cadeia de Custódia Florestal.

A atuação da empresa é pautada no atendimento às questões essenciais do trabalho e direitos humanos, e, para tanto, detalha abaixo sua forma de agir em relação a:

- **TRABALHO INFANTIL** - Não é utilizado ou permitido uso de mão de obra infantil em suas atividades, assim como nenhuma atividade é realizada com uso de mão de obra abaixo da idade mínima prevista na legislação vigente.
- **TRABALHO FORÇADO, OBRIGATÓRIO** - A relação da empresa com os seus funcionários sempre terá como premissa a liberdade e atuação voluntária, coberta pelos controles e atendimento à legislação trabalhista aplicável e em comum acordo entre as partes, sem nenhum tipo de restrição, ameaças ou prejuízos aos funcionários.
- **VIOLÊNCIA OU ASSÉDIO** - Não é tolerada nenhuma forma de ameaça, agressão ou assédio físico, moral, sexual ou psicológico, independentemente do nível hierárquico nos setores.
- **PRECONCEITO E DISCRIMINAÇÃO** - A essência da empresa é o respeito, não sendo admitida nenhuma forma de discriminação ou preconceito, seja por credo, raça, gênero, idade, orientação sexual, nacionalidade, condição militar, deficiência, estado civil ou qualquer característica.
- **LIBERDADE DE ASSOCIAÇÃO E NEGOCIAÇÃO COLETIVA SINDICAL** - A empresa funciona pautada pela legislação e pelo que rege os direitos e liberdade do indivíduo, os colaboradores têm seu direito respeitado, para que possam livremente estabelecer ou ingressar em organizações de trabalhadores legalmente estabelecidas, de sua própria escolha, podendo optar, bem como implementar negociações coletivas vigentes, sem interferência ou restrições por parte da empresa.

A **LIBERDADE** e o **RESPEITO**, são primordiais para o convívio em sociedade e, nessa linha, a URBEM firma seu compromisso e reforça suas práticas de não realizar negócios com empresas e parceiros que explorem ou pratiquem quaisquer ações que possam ferir esta política.

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98935B4D7674401...  
**Urbem S.A.**

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584D23080C05449...

**Certificado de Conclusão**

Identificação de envelope: F4AD4BB8F5944D4A868D77676CD0B44E

Status: Concluído

Assunto: DocuSign: RET's - Requisitos Essenciais do trabalho

Envelope fonte:

Documentar páginas: 1

Assinaturas: 2

Certificar páginas: 5

Rubrica: 0

Assinatura guiada: Ativado

Selo com Envelopeld (ID do envelope): Ativado

Fuso horário: (UTC-08:00) Hora do Pacífico (EUA e Canadá)

Remetente do envelope:

Vanessa Cristina Pereira

ROD RODOVIA DOS MINERIOS, 33 KM 08

ALMIRANTE TAMANDARE, PR 83.507-000

vanessa.pereira@urbembr.com

Endereço IP: 187.95.112.231

**Rastreamento de registros**

Status: Original

Portador: Vanessa Cristina Pereira

Local: DocuSign

05/06/2023 06:12:13

vanessa.pereira@urbembr.com

**Eventos do signatário**

Fernanda Torres Dias

fernanda.torres@urbembr.com

Urbem

Nível de segurança: E-mail, Autenticação da conta (Nenhuma)

**Assinatura**

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Adoção de assinatura: Estilo pré-selecionado

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Assinado com o uso do celular

**Registro de hora e data**

Enviado: 05/06/2023 06:13:47

Visualizado: 05/06/2023 07:41:32

Assinado: 05/06/2023 07:41:55

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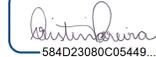
Vanessa Cristina Pereira

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Adoção de assinatura: Imagem de assinatura

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Enviado: 05/06/2023 06:13:48

Visualizado: 05/06/2023 06:14:23

Assinado: 05/06/2023 06:14:39

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Ingrid Silva

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Nível de segurança: E-mail, Autenticação da conta (Nenhuma)

**Copiado**

Enviado: 05/06/2023 06:17:43

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**Termos de Assinatura e Registro Eletrônico:**

Aceito: 27/04/2023 09:59:15

ID: 02c9f597-7714-4aab-9b17-a826a38d2565

**Eventos com testemunhas****Assinatura****Registro de hora e data**

<b>Eventos do tabelião</b>	<b>Assinatura</b>	<b>Registro de hora e data</b>
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<b>Eventos de resumo do envelope</b>	<b>Status</b>	<b>Carimbo de data/hora</b>
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Envelope atualizado	Segurança verificada	05/06/2023 06:17:42
Envelope atualizado	Segurança verificada	05/06/2023 06:17:42
Entrega certificada	Segurança verificada	05/06/2023 06:14:23
Assinatura concluída	Segurança verificada	05/06/2023 06:14:39
Concluído	Segurança verificada	05/06/2023 07:41:55

<b>Eventos de pagamento</b>	<b>Status</b>	<b>Carimbo de data/hora</b>
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