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Petrobras – Modern Slavery Statement 2021

This statement is published by Petrobras in compliance with the UK Modern Slavery Act

Introduction

Our operations show respect for human rights that internationally recognized by Brazil and the countries where we operate.

We are committed to the principle of respecting, raising awareness, and promoting Human Rights in our activities, and to act in accordance with the precepts of the Federal Constitution and with the international treaties and conventions ratified by the government, such as the International Charter of Human Rights and Declaration of Fundamental Principles and Rights in the International Labor Organization-ILO, as well as the institutional commitments assumed by the company such as the United Nations Global Compact, the UN Women's Empowerment Principles, the National Compact for the Eradication of Slave Labor, the Enterprise Racial Equality Initiative, the Open Charter of Enterprises for Human Rights, the Gender and Race Pro-Equity Program, and the Declaration of Corporate Commitment to Combat the Sexual Exploitation of Children and Adolescents.

We always adopt the criterion of full recognition of rights and compliance with laws, regulations, and internal procedures. The promotion of fair working relationships takes place both in terms of our employees and our supply chain. We encourage our suppliers to demand the same from their subcontractors and other links in the supply chain. We monitor risks, and if there are non-conformities, we apply a system of consequences. Our reporting mechanisms are available to receive complaints from company employees and employees of companies linked to the supply chain, while ensuring anonymity.

Our business and supply chains

We are a publicly-held corporation that operates in an integrated and specialized manner in the oil, natural gas and energy industry. We are recognized worldwide for our oil and natural gas exploration and production technology in ultra-deep waters. However, our business goes beyond the reach of the field and oil and gas extraction. This means a long process where we transport oil and gas to our refineries and natural gas treatment units, which must be equipped and constantly evolving to supply the best products.

As of December 31, 2021, our staff totaled 45,532 employees (parent company and subsidiaries in Brazil and abroad). Our net revenue was BRL 452,668 million in 2021 and our market value was USD 69.2 billion. Our 22 company owned units in Brazil include seven Exploration & Production units and 15 Refining & Natural Gas units.

Our business purpose is “to provide energy that ensures prosperity in an ethical, safe, and competitive manner” and we reaffirm our values in our strategic positioning, which represent our commitment to people, society, partners, and shareholders.

In this sense, social, environmental, and governance issues are decisive for our business, as we understand that the generation of value does not come only from the operation of our assets, but from the way we do it.

Our main suppliers are related to the chartering of production platforms, chartering of rigs, well services, Engineering, Procurement, Construction and Installation - EPCI, underwater operations, flexible lines, valves, tubes, aerial chartering, chartering of ships and special vessels, chemicals and catalysts, geophysical services, Engineering, Procurement and Construction (EPC) services, and equipment maintenance.

Our policies and Ethics Code

In 2021, we deepened the work of building and implementing an agenda of respect for human rights integrated into our business. In June, we carried out the first review of the Human Rights Guidelines, giving greater emphasis to our commitment to respecting human rights in the relationship with the chain of suppliers and partners. The document guides our work on respect for human rights in all our activities and regions where we operate and throughout the life cycle of our projects and operations.

In addition to the Human Rights Directive, our policies regarding corporate Social Responsibility, Health, Safety, and the Environment, and Human Resources also reinforce our commitment to human rights. Our Code of Ethical Conduct, revised in August 2020, has a specific section on our duties and those of our employees with human rights.

Petrobras Ethical Conduct Guide for Suppliers, published in 2020, was the first document produced exclusively with our suppliers in mind, with guidelines on ethical values and behavior. This guide applies to all of our suppliers, regardless of whether they are residents or not in Brazil, including their affiliates and subsidiaries, who are involved in business processes (bidding, prequalification and direct contracting), as well as those who enter into legal instruments with us (contracts, agreements, cooperation agreements, among others).

Our commitment to human rights is expressed in our values of respect for life, people, and the environment and in our Strategic Plan. In the 2022-26 Strategic Plan, approved in November 2021, we established specific commitments in human rights.

- 100% employee training on human rights issues
- 100% of operations with human rights due diligence
- Promoting diversity by providing an inclusive work environment

Our occupational health management system was implemented and aims at protecting the health of our employees, through measures aimed at promoting, preventing and preserving physical, mental and social well-being, aiming at quality of life and productivity. Currently, our more than 38,000 employees are covered by our occupational health and safety

management system. Also, our contractors also make full use of this system when they are at the company's facilities and are even audited by the Health, Safety and Environment Management Assessment Program (HSE-MAP).

Our goal is to operate within the best global safety standards. One of our top metrics is the Recordable Injury Frequency Rate (TAR) per million man-hours. In 2021, we obtained a TAR of 0.54, our best historical result, 4% below 2020 results, when we reached a TAR of 0.56, below the peer group benchmark. The performance was 23% lower than the target for the year (>0.7). The outstanding result was supported by the programs to reinforce safety management and the Commitment to Life Program and a possible direct consequence of the implementation of the numerous initiatives to promote our safety culture that are reflected in our zero-fatality ambition, defined in our Strategic plan. In 2021, there were three fatal accidents, all involving third-party employees, in the execution of contracts with Petrobras. In all three cases, the contracted companies involved took over the management of the entire funeral and family (financial and psychological) support process and Petrobras monitored this support so that everything was properly carried out.

In January 2021, the Petrobras Human Rights Commission was created, responsible for managing the implementation and monitoring the agenda of respect for human rights, in order to ensure the integration of this agenda in a broad and transversal way in our business. The commission is made up of 20 business areas, totaling 40 members, and meets monthly to monitor the implementation of the Human Rights Plan and other guidelines related to the subject. To facilitate the execution and monitoring of actions, the Committee was divided into 3 subcommittees: (1) Human Rights Training Subcommittee, (2) Diversity and Inclusion Subcommittee, and (3) Human Rights Due Diligence Subcommittee. Throughout 2021, these subcommittees met 28 times. In the first months of 2021, the subcommittees worked on the development of our Human Rights action plan. The plan was approved in June 2021 and has been in the execution phase since then. There are an average of 70 actions, with a term of completion until 2025. In December 2021, 96% of the actions planned for the year had already been implemented.

Due Dilligence in the company's business and supply chains

As set out in our Ethical Conduct Guide for Suppliers, we are committed to the highest standards of integrity, social and environmental responsibility, and ethical conduct. Our suppliers must provide safe working conditions, treat their workers with dignity and respect, act with integrity and ethics, and be in full compliance with applicable laws and regulations. Based on this guide and on the standards with guidelines for the inspection of contracts for goods and services, we verify compliance with the execution of contractual clauses regarding aspects related to safety, the environment and health, as well as social responsibility. Also, we monitor supplier compliance through the performance management system, as reinforced in our Supplier Quality Guide (<https://canalfornecedor.petrobras.com.br/en/>).

Before signing a contract with us, every supplier must complete and sign the Declaration of Compliance with the Code of Ethical Conduct, the Ethical Conduct Guide for Suppliers, the Quality Guide for Suppliers, and the Social Responsibility Policy.

With the purpose of curbing any degrading work practice in our supply chain, our standard contractual draft for services has a clause demanding guarantee of compliance with the labor precepts provided for in the Brazilian legislation in force. Failure to comply with this clause gives us the right to terminate the contract with the supplier. In addition, there is also a clause on the prohibition of using child labor or slave-like labor in all activities related to the execution of the contract. This clause requires the supplier to extend this prohibition to its input suppliers and/or service providers, under penalty of a fine or contract termination, without prejudice to the adoption of other appropriate measures. In 2021, agreements were signed by 9,751 suppliers, all of which contained clauses to abstain from child labor and slave-like labor.

We evaluate Health, Safety, and Environment (HSE) risks in service contracts and contracts for the supply of goods with related services. The analysis considers the health and safety risks for workers and neighboring communities, the risks to the environment of the contracted service, as well as the characteristics of the places where the service will be performed. The evaluation categorizes contracts into two groups, each with specific contractual requirements. These requirements are monitored throughout the execution of the contract. The most critical contracts require the application of an in person Check List, and any non-conformities found are the basis for an action plan for the contractor.

For contracts considered to be at greater risk for human rights violations, there is a social responsibility declaratory clause, which establishes social responsibility and human rights commitments for these suppliers. In order to assess whether these requirements were met by contracted companies, in 2021, 17 social responsibility assessments were carried out with service providers through a checklist, which assessed whether all contractual requirements for Social Responsibility had been fulfilled. Among the contracts submitted to the checklist evaluation, no contractual breach was identified.

In order to comply with articles 83 and 84 of Law 13.303/16, the need to open a Commission for the Analysis and Application of Sanctions (CAASE) is analyzed, in cases of contractual non-compliance, such as: non-conformities in labor, pension or HSE (with or without fatal accident), contract abandonment, unmotivated withdrawal from the bidding process, non-compliance with the Ethical Conduct Guide for Suppliers, among other types of conduct considered serious.

Throughout 2021, we conducted 69 sanctioning processes through CAASE, with 118 sanctions in force for suppliers. Also during this period, 54 companies were included in the list of companies prevented from contracting, due to the application of administrative sanctions. No company entered the list of companies prevented from contracting due to environmental issues in 2021. In terms of negative impacts on labor practices, six companies were sanctioned in 2021 for events considered to be of high severity.

In addition to the legal obligations of the environmental licensing process, we have defined an internal system for assessing social and environmental risks, in addition to other aspects, during the transition to the investment projects phase. The System requires the

presentation of minimum information about the project, which must be included in the Technical and Economic Feasibility Study Report (EVTE) for each phase. Among the documents that make up the EVTE Report for investment projects over USD 100 million, the project must present a Social Responsibility Report and an HSE Report - Health, Safety, and Environment. The Social Responsibility report is comprised of information about the project, the characterization of the social context, and the matrix of the identified social risks. The HSE Report presents, in addition to other information, the description of the fulfillment of the applicable HSE requirements and the HSE risks of the project.

During the phase change, the projects are submitted to a technical group, comprised of external reviewers to the project, which evaluates the project's adherence to corporate standards and legislation, including compliance with the minimum requirements of Social Responsibility and HSE, as well as indicating to decision-makers the most relevant points and risks of the project, whether positive or negative.

The social responsibility analysis of investment projects gives rise to recommendations that include the revision of emergency response plans, the monitoring of community occurrences and complaints, actions to publicize projects and operational activities, and the inclusion of social responsibility clauses in service provision contracts.

Reporting mechanisms

In order to receive human rights related complaints and claims, we offer our service channels, through which we receive, treat, and report, statements received by all stakeholders with independence, impartiality, and confidentiality.

Our Reporting Channel is prepared to receive incident reports related to suppliers, such as those related to freedom of association and collective bargaining violations, among other labor practices and human rights issues. The report can be made through the link <https://www.contatoseguro.com.br/en/petrobras> or by phone, calling toll free at 0800 601 6925. The reports are investigated and, depending on the results, our Supplies area is alerted to mitigate risk in future contracts. If there is a breach of contractual clauses, the contract manager will adopt the appropriate measures.

The channels made available by the Ombudsman's Office are also available to our stakeholders to register complaints about forced or degrading labor. These will be properly treated and may even help prevent new cases. In 2021, there were no reports of work in slavery-like conditions.

Our channels do not replace the role of immediate managers in the direct treatment of demands, as well as direct access to the Human Resources, Ombudsman Office, Governance and Compliance or Legal areas. Likewise, they do not replace the legitimate role of unions in addressing labor disputes, nor do they prevent access to judicial or other non-judicial grievance mechanisms. We also do not impose any access restrictions on competent authorities in the investigation of human rights violations, except to preserve the anonymity

of whistleblowers. We include alternatives such as telephone, letter, and face-to-face service to guarantee access to all our audiences, including marginalized groups.

Claims

With regard to lawsuits related to moral harassment, there is the filing of a Public Civil Action filed by the Public Labor Prosecutor (MPT) against Petrobras (Proc. 1000420-31.2020.5.02.0252, 2nd Labor Court of Cubatão / SP). The MPT alleges that, during the strike of the oil workers that began in February/2020, we kept a group of employees working in slave-like conditions, keeping them in their jobs for up to 132 straight hours, on the company's premises at the Presidente Bernardes Refinery in Cubatão (RPBC). It also states that the Company should have provided for the workers surrender, and that they were forced to remain working until the end of the strike. It is asking for BRL 100 million for collective pain and suffering, in addition to BRL 100 thousand in compensation for each of the 73 workers who allege harm, in addition to ensuring that such acts are not repeated in future strikes.

We affirm that the situation was caused by the Labor Union, which disobeyed repeated court orders of the Superior Labor Court, which imposed fines on the entity for noncompliance with the decision (the TST decided to maintain 90% of the employees in service, taking turns in regimes of uninterrupted alternating shifts). The company claims that employees remained at their jobs because they were aware of their responsibilities and that it was impossible to empty the refinery, under pain of serious risk to the safety of people, the environment, the surrounding community, and facilities. Furthermore, there was no impediment or barrier for employees to leave the refinery's facilities.

Also, we demonstrated that employees alternated working hours and rest periods, under appropriate conditions, and were duly compensated for the extraordinary work hours performed, without slave-like conditions, an allegation that we strongly reject. The sentence dismissed the request of the Labor Prosecution Office (MPT), accepting the company's defense and recognizing that there was no responsibility of the company for the permanence of workers in their workplaces during the period discussed in the lawsuit. The MPT appealed and the appeal, with the 12th Panel of the Regional Labor Court of the 2nd Region dismissing the appeal, fully maintaining the decision in favor of Petrobras. The case has not yet become final.

Training

In addition to supporting external initiatives, we regularly disclose to our audiences' actions, campaigns and training on topics related to human rights, addressing issues such as gender, race, children's and adolescents' rights, among others. In 2021, we started the Human Rights (DH) Training Plan, which aims at consolidating training and awareness-raising initiatives on this topic, ensuring the breadth and reach of the company's actions, in addition to promoting a culture of respect for human rights, in alignment with our guidelines for this topic.

In 2021, we had 3,384 employees with 6,768 hours of training related to human rights, which represents 8.74% of the workforce. We also started the construction of a Basic Distance Learning in human rights, with delivery perspective in the first half of 2022. The Distance Learning course brings topics such as “Human Rights Due Diligence”, “Management of People and Human Rights” and “Communities and Human Rights”, among others. Our goal is that by 2025, 100% of our employees will have been trained in Human Rights Basic Distance Learning.

With a focus on leadership, the Distance Learning Course entitled “Challenges for Leadership” was created, which addresses human rights issues, and specific training on diversity and lectures on violence at work were also made available. In 2021, this training was carried out by 98% of our leaders. In the 2022-23 scenario, Human Rights training is planned for specific audiences, such as health professionals, legal professionals, supply professionals, employees in training courses, training in Brazilian sign language (Libras), among others.

On December 15, we held an event with the participation of around 90 employees with the purpose of debating the human rights due diligence scenario and presenting the status of implementation of this theme in the company, the main challenges, advances and prospects for 2022.

Within the schedule of Meetings with Suppliers, promoted on a regular basis by our Procurement area, we held the lecture “Human Rights Agenda for Suppliers”, on 01/12/2022, with active contracts and the general public. Approximately 384 companies participated in the event.

In July 2021, we joined the Human Rights Work Group of the Brazilian Petroleum Institute (IBP). The Work Group (WG) is made up of around 15 companies in the oil and gas chain associated with the institution and was created with the aim of promoting an alignment of best practices in human rights in the sector and expanding a culture of protection, respect and reparation based on the UN guiding principles. Together with Equinor and IBP, we were responsible for structuring the WG, whose meetings take place monthly.

For more information, visit:

- [Code of Ethical Conduct](#)
- [Petrobras' Guide to Ethical Conduct for Suppliers](#)
- [2021 Sustainability Report](#)
- [Human Rights Guidelines](#)
- [Social Responsibility Policy](#)
- [Health, Safety, and Environment Policy](#)



- [HR Policy](#)

- [Strategic Plan 2022-2026](#)

Fernando Borges

Interim CEO of Petrobras

This statement has been approved by our Executive Board on June 23th, 2021.