

Purpose

To establish guidelines and principles for Vale's actions regarding the respect for human rights in its projects and operations, throughout the complete life cycle of its activities and in its value chain, in the regions where Vale is present.

Scope

This Policy is mandatory for Vale and must be adopted by its foundations, associations and entities, as well as its subsidiaries in Brazil and overseas, always in compliance with local law. Vale encourages its adoption by entities in which Vale has an ownership interest and encourages its enforcement in its entire production chain.

References

- POL-0001-G - Code of Ethical Conduct
- POL-0003-G - Sustainable Development Policy
- Supplier's Code of Conduct

Note: See Appendix 1 about International Commitments and References.

Principles

Promoting, protecting and raising awareness of human rights throughout our activities and along our production chain, in accordance with the Universal Declaration of Human Rights principles.

Operating guidelines

Spheres of influence

We recognize that our ability to interfere with policies, procedures and practices varies based on the degree of our influence with our stakeholders. Even in cases in which our influence capacity is not as strong, we contribute with awareness-raising actions and the promotion of Human Rights.

Vale's Spheres of Influence to respect and promote human rights



Employees

We provide respectful working conditions and seek to promote educational activities enabling professional and personal development, in order to maintain a healthy place to work. We do not tolerate any type of discrimination and/or harassment of any type whatsoever, be they moral or sexual. We respect freedom of association and collective bargaining as well as diversity.

Security teams (employees and contractors)

Rigorously select and monitor, taking into account prior experience, technical skills and emotional stability. Educate and train these security professionals to perform activities in accordance with human rights principles, rejecting: abuse of power, discrimination, interfering with citizens' privacy or permitting degrading and inhumane treatment. We abstain from using force, seeking pacific solutions which ensure the physical integrity of persons, property and information preservation and production process maintenance.

Suppliers (contractors), partners and customers

We seek to establish relationships with entities that share the same principles and values as Vale. We also promote human rights awareness and respect along our value chain, including the adoption of legal contractual clauses. In the event of disrespect to human rights, duly proven by government authorities and mechanisms provided by legislation, we notify the supplier/partner or the customer so they may adopt corrective measures and, in cases in which such measures are not taken, we then are entitled to rescind the respective commercial relationship.

Local, indigenous and traditional communities

We seek to maintain a detailed knowledge of territories where we operate or intend to operate. To maintain a lasting engagement with communities and implement social, cultural, economic and environmental impacts management, toward local sustainable development. We promote human rights awareness-raising actions, with especial focus to the eradication of forced and child labor, in addition to promoting the rights of children and adolescents.

Government and society

We comply with the local legislation and rules where we operate and we cooperate with the authorities in promoting internationally recognized human rights as well as in the investigation of any incidents involving allegations of disrespect of these rights along our production chain.

Relevant issues' for the mining industry

We support recognized initiatives seeking to improve the social, economic and environmental conditions of mining, especially, among which those relative to health and safety, involuntary resettlement and artisanal and small-scale mining. We also endeavor to participate and contribute to the international debate of these issues, seeking to adopt and promote best practices.

Communication and prevention mechanisms

We provide (www.vale.com) the description of the Reporting Channel to receive reports and information, including on possible violations of human rights. In addition, we offer on our website the "Contact Us" communication channel, which addresses the Sustainability category, to provide information and clarify questions about human rights and other issues.

Appendix 1: International commitments and references

Vale's Human Rights policy and its actions are based on International Commitments and References related to Human Rights issues. Among them are:

Institutional commitments

- ICMM – International Council on Mining and Metals
- United Nations Global Compact – UN
- GBC – Global Business Coalition on HIV/AIDS, Tuberculosis and Malaria

International references

- UN – Universal Declaration of Human Rights
- UN – Protect, Respect and Remedy: a Framework for Business and Human Rights
- Voluntary Principles on Security and Human Rights
- International Pact about Civil and Politic Rights.
- International Covenant on Economic, Social and Cultural Rights.
- ILO – International Labor Organization
- IFC – Performance Standard of International Finance Corporation
- GRI – Global Reporting Initiative (G3 Guidelines)