



AXIA ENERGIA

Learn About the **Types of Reports** You Can File via the **Whistleblowing Channel**

A report is essentially based on a fact that causes moral harm or poses physical or financial danger to a person (or people) or institutions (governments, companies, clubs, etc.). A complaint, on the other hand, stems from a situation that may leave you irritated or angry, but does not constitute an offense or expose you to danger.

With this distinction in mind, consider: is your case truly a report or just a complaint? If it's a complaint, please submit it [here]. However, if you believe it's a genuine report, let's move forward.

There are several types of offensive actions you can (and should) report. Below are the main ones — this is not an exhaustive list, but it should serve as a guide to help you file a well-substantiated report.

Moral Harassment:

Repeated attacks through inappropriate or rude words or gestures, malicious comments, prejudiced or discriminatory insults, bullying, intimidation, gossip, and inappropriate jokes that humiliate the employee, potentially affecting their mental well-being and even leading to their withdrawal from work.

Sexual Harassment:

Occurs when someone feels harassed by another person seeking sexual favors or placing them in an unwanted sexual context. This includes unwelcome sexual advances, indecent remarks, or obscene comments. It also covers promising or granting jobs, promotions, pay raises, or special treatment in exchange for sexual favors. Inappropriate or unwanted touching, as well as the publication or sharing of obscene images, objects, or materials, also fall under this category.

Psychological Violence at Work:

Statements or actions by managers that, while not considered harassment, violate AXIA Energia's standards regarding workplace relations and are deemed incompatible with a healthy work environment.

Discrimination

Statements or actions based on ethnicity, origin, gender, sexual orientation, religious belief, union membership status, political or ideological conviction, social class, disability status, marital status, or age that influence decisions regarding employment, promotions, or compensation.

Money Laundering

É a ocultação ou dissimulação da natureza, origem, localização, disposição, movimentação ou propriedade de bens, direitos ou valores que se originaram de um ilícito penal.

Human Rights Violations

Violations committed by state agents or individuals that disrespect the standards established by the International Human Rights Protection System, such as slave or forced labor, torture, violence against women, racial/gender discrimination, physical/cultural/territorial violence against indigenous people, genocide, police violence, political persecution, hunger, etc.

Now that you know what can (and should) be reported, we ask you to follow the tips below when writing your report. These simple guidelines will help us properly and promptly handle your case.

We understand that many people who come to us have already sought help elsewhere and felt unheard. This can understandably lead to frustration and a tendency to vent in the report. While this is valid, by following the tips below, you can still express yourself and help us provide the best possible assistance.

Let's get started?

- ✓ **First Tip:** Clearly state **WHAT** you are reporting. The more direct you are, the better.
- ✓ **Second Tip:** Specify **WHO** is being reported.
- ✓ **Third Tip:** Mention **WHEN** the incident occurred — this is key to locating and addressing it.
- ✓ **Fourth Tip:** Indicate **WHERE** it happened. The more specific the location, the better.
- ✓ **Fifth Tip:** Explain **HOW** the incident occurred. Was it via a contract, an email, a message, in person? Describe the means.

With this information, we can move forward more efficiently. However, if you're missing some of these details — or only have a vague idea — no problem. Just share what you know. To further assist us, please attach any supporting documents such as a copy of a contract, emails, text or voice messages, or videos.

All information shared here will be received by an independent and specialized company, ensuring complete confidentiality and proper handling of each case by AXIA Energia, with no conflicts of interest.

See how simple it is?

If you'd like to submit a report now, just visit <https://contatoseguro.com.br/en/denunciasaxiaenergia>

