



CODE OF BUSINESS ETHICS

Code of Business Ethics*

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Message from the Executive Board

This document is a result of the professional experience of managers and employees, who have considered universal ethics principles, those included in the Rules of Conduct of the Federal Top Management and in the Code of Professional Ethics of the Civil Public Service Employee of the Federal Government which guide the behavior, business ethics and culture of INB, which has been operating for over twenty years.

This Code of Ethics will also add more value to actions developed by INB in the following areas: Quality, Safety Culture, Environment Preservation, Social Responsibility and Transparency in Communications, strengthening its institutional actions.

By reducing the subjectivity of personal interpretation, we believe this Code will be an important instrument to guide the decisions of the managers and employees who have significant responsibility in consolidating the image of INB as an ethic and citizen Company in the community.

Rio de Janeiro, March 24, 2009

The Executive Board

* Approved by Executive Board Resolution nº 13/09, dated 03/24/2009.



1 Introduction

The Code of Ethics*, made up by the Ethic Principles and Rules of Conduct, is an instrument for guiding the personal and professional behavior of all the managers and employees of INB, who will be referred to as employee in this Code.

The employee should match his/her personal values with those established by INB in its Code of Ethics, to standardize his/her behavior in the works developed by the Company.

At work, the employee should also consider the legislation in general, specific legislation for the nuclear area, conduct guidelines of his/her professional category and INB standards and procedures. The manager, in particular, should also observe the instructions included in the Rules of Conduct of the Federal Top Management.

In case of any doubts in his/her area of actuation, the employee should look for his/her immediate superior or level, or the Ethics Commission, and, in case of not being able to communicate, he/she should chose the alternative that results in the best outcome for the social interest.

2 Ethical Principles

Since the INB employee works in a public company, he/she must be aware of his/her social and business responsibility, caring for the commonwealth and contributing for the development of the Country;

In his/her actions and relations, the employee should adopt, among the universal principles, the honesty, dignity, loyalty, decency, care, responsibility, justice, solidarity, civility and respect;

When implementing INB projects, the employee should aim for efficiency and efficient application of public resources, for obtaining profit, in addition to compliance with the safety of people and facilities, commonwealth, environment preservation and human being appreciation, respecting individual differences;

Information should be transparent to the internal and external publics, in addition to being true and timely. For this, there is individual responsibility for information trustworthiness, information which should be given by a qualified employee and the relevant technical area should be heard, when applicable;

In the relations with the community, the employee shall respect the local cultural values, treating all citizens with urbanity and respect, supporting community actions, observing the regional inclusion policy of the Company and preserving the environment, based upon sustainable development;

With the government and stakeholders, the employee should act in a responsible manner when implementing projects, optimizing resources and avoiding waste, in addition to providing the information required by the inspection and control agencies;

When relating with suppliers, clients and partners, the following principles shall be observed: loyalty, impersonality, publicity and efficiency, principles of Public Administration;

When relating with unions, shall be adopted an attitude of respect and priority for finding solutions of common interest, of the company and employees, by means of negotiation.

* Ethics: Study on judgments regarding human conduct subject to classification from the point of view of good and bad, determined by a certain community in a relative manner, or in an absolute manner ("Novo Dicionário da Língua Portuguesa" by Aurélio Buarque de Holanda Ferreira)

3 Code of Conduct

3.1. Duties of the Employee:

- a) Carry out the internal work aiming for best global outcome for the Company;
- b) Carry out his/her tasks in a precise manner and within the required schedules, observing technical and professional guidelines. When he/she does not feel qualified for the tasks, he/she should look for orientation by the immediate superior;
- c) Not using the position to obtain benefits or advantages for himself/herself or third parties;
- d) Be polite and always ready to cooperate with the co-workers and serve all, colleagues, clients, suppliers and the general public, with no prejudice regarding origin, hierarchy, race, sex, skin color, religion, age or any other kind of discrimination whatsoever;
- e) Respond to clients and suppliers regarding actions being carried out in INB, and not let them waiting for a solution. When he/she is not aware of the issue required, forward it to the immediate superior or employee qualified by the Company as the legal representative in commercial contracts;
- f) Refuse providing services, regardless of being paid or not, to INB suppliers, analyzing to together with the immediate superior any eventual conflicts of interest of his/her work even when under leave for work;
- g) As an employee assigned to another company, identify and inform his/her superior at INB about any eventual conflicts of interests regarding the activity being carried out in the assign company and those of INB. Likewise, do not participate in decisions regarding issues that involve the interests of INB, even after the return period, and observing the minimum period of four months;
- h) Not harassment, by means of oral or physical humiliation, slamming or threat, inside the Company;
- i) Resist to any kind of pressure for granting inappropriate benefits and report them to the immediate superior;
- j) Inform the immediate superior about any act or fact that may represent a threat to the integrity of the employees, Company or environment;
- k) Respect the hierarchy, be loyal to the superiors and Company;
- l) Avoid professional behavior that may harm the work environment and critics to the reputation of colleagues, superior and INB, using the appropriate channels for

his/her eventual constructive opinions in a grounded manner;

m) Use the material resources made available by the Company only for carrying out his/her tasks, and not use the resources his/her own benefit or benefit of third parties;

n) Respect the intellectual property, preserve the assets and safeguard confidential information, even after leaving the Company;

o) Disclose internal information, forward documents to third parties, give lectures or publish articles that include issues involving INB, only upon approval by his/her immediate superior;

p) Refuse gifts or invitations of individual nature proposed by clients and suppliers, except for gifts with no commercial value. Gifts with significant value that may not be returned by any reason whatsoever will be incorporated to the Company assets or officially donated to social or public entities, upon record;

q) In private activities, outside the company, avoid actions or attitudes that may harm or conflict with the interests of INB, using the name, brand and corporate symbols without authorization;

r) Do not trade or perform any activities of political nature inside the Company;

s) Not be the immediate superior, or work in the same area with his/her spouse, or relative up to second grade;

t) Take mandatory medical exams and keep updated his/her personal data in the Personnel Management area;

3.2. Duties of person in trust position, in addition to those defined in item 3.1.

a) Care for the compliance with the legislation, standards, procedures and technical and professional requirements;

b) Guide the employee, providing conditions to perform the services and ensure that all understand that their activities should not affect the commitment with integrity;

c) Watch over the discipline and order in the work environment, adopting immediate corrective measures to solve any problem;

d) Make sure that any risks involving the activities are identified and adopt measures aiming to avoid the resulting problems;

e) Support actions aiming at citizenship and local, regional and national development.



3.3. Penalties

a) In violating the Ethical Principles or the Code of Conduct, the penalty applicable by the Ethics Commission is reprimand and its grounds will include resolution with the default party being aware, and a request for reconsideration may be sent to the Ethics Commission within ten days as from the date the default party becomes aware of the decision. A copy of this decision will be registered in the employee's personal records for ethical purposes only;

b) The Ethics Commission may suggest that the President removes the person from the position of trust, in the event he/she has been appointed for such position in the Company's structure;

c) When the violation of the Ethical Principles or Code of Conduct also affects issues of other nature, in penal, civil, management or disciplinary areas, the Ethics Commission will send a copy of the report to the relevant authorities for analysis, without prejudice to the other measures of its competence.

3.4. Supervision of the Code of Ethics

a) INB Ethics Commission, appointed by the Company President, is in charge of supervising the use of the Code of Ethics, in addition to deciding on omitted cases;

b) To carry out its tasks, the Ethics Commission may require the cooperation of several areas of the Company that shall provide information and the required resources.

4. General Provisions

4.1. The Code of Ethics will be a part of the Work Contract to be signed by any employee who has already been hired and those to be hired;

4.1.1 The Instrument of Commitment, attached to the Code of Ethics, will be given to the employee and to be read and his/her acknowledgement shall be registered;

4.2. INB expects its employees, suppliers and partners to have the same ethical conduct, and therefore the Code of Ethics shall be a part of the Contracts with interns, suppliers and service providers.





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