

## CODE OF ETHICS AND CONDUCT

The Cordeiro, Campos & C<sup>a</sup>, Lda. ethics and conduct code was drawn up in strict compliance with human rights and the main labour and environmental protection regulations. We share with our partners and customers the common goal of bringing to bear the highest social, ethical and environmental standards.

The following commitments should be complied with through this code of conduct:

- Respect and equality in the treatment of all the employees.
- Support and protection of international human rights through the creation of ethical working conditions for all the employees.
- Freedom of association and recognition of the right to collective employment contract bargaining and the right to join unions or other industrial associations.
- No child labour or excessive overtime.
- Implementation of suitable measures in relation to health and safety in the workplace and the products used.
- Development and use of technologies and products with better environmental performance.
- Measures relative to the efficient use of resources and a “green chemical” approach to using chemical products.
- Responsible management of waste and preventive approach to the future environmental challenges.
- Fair business behaviour and adoption of measures to prevent bribery and other types of corruption.
- Business practices governed by integrity, honesty, fair bargaining and full compliance with all the legal requirements and criteria of the six STeP by OEKO-TEX® modules.
- Remuneration in accordance with the national legislation in force, respecting the legal minimum wage.
- No forced work, or working in degrading conditions.
- Workplace free from hostile and inhumane conditions, sexual harassment or abuse, and physical or verbal intimidation.