

TERM OF RESPONSIBILITY COMMITMENT

SOCIAL AND ENVIRONMENTAL

With the aim of valuing and maintaining partnerships with companies that share the same values as EUROVILDE, we ask our suppliers to sign the Term of Commitment for Social and Environmental Responsibility.

Eurovilde is implementing in its Code of Conduct for Suppliers, guidelines to conduct the activities of suppliers in accordance with the requirements of Social and Environmental Responsibility and within this philosophy we invite your company to assume, through this business commitment, adherence to our Code of Conduct for Suppliers presented in **Annex I**.

In accordance with this corporate commitment, the signatory company believes that it is in compliance with all points. If you do not comply with any of the above mentioned elements, you agree, however, to assume the commitment to implement your compliance.

With the "agreement" indicated below, our company indicates that it believes that it is in compliance with all the requirements of social responsibility and respect for the environment, established by EUROVILDE.

Suppliers who refuse to do so run the risk of being excluded from Eurovilde's supply chain.

I have read, understood and agree with all items of this Term of Commitment.

Provider's name: _____

_____, ___ of ___ of _____

Supplier signature/stamp



CODE OF CONDUCT FOR SUPPLIERS

We declare that our company meets the following requirements:

1) CHILD LABOR

Our company does not engage in or support the use of child labor (under 16 years old).

2) FORCED LABOR

Our company does not engage in or support the use of forced labor. Workers cannot have their documents withheld or be required to make deposits as a condition of admission.

3) HEALTH AND SAFETY

Our company provides a safe and healthy working environment, which includes access to potable water, clean toilets, the necessary individual and collective safety equipment and training in its use, taking appropriate measures to prevent accidents and damage to health.

4) FREEDOM OF ASSOCIATION AND THE RIGHT TO COLLECTIVE BARGAINING

Our company respects the right of all employees to form or join unions, as well as to bargain collectively, ensuring that there is no reprisal.

5) DISCRIMINATION

Our company refrains from any discrimination based on race, social class, nationality, religion, disability, sex, sexual orientation, union membership or politics. Sexually coercive, threatening, abusive or exploitative behavior is not permitted.

6) DISCIPLINARY PRACTICES

Our company prohibits the use of corporal punishment, psychological, physical coercion or verbal abuse towards workers.

7) WORKING HOURS

We comply with the legislation and standards of our field of activity.

8) REMUNERATION

Our company ensures that wages paid meet local minimum standards and must always be sufficient to meet the basic needs of workers.

9) COMMUNICATION CHANNEL

It is Eurovilde's policy to adopt an open and accessible stance, providing factual and consistent information about the company's products, services and development.

10) WASTE MANAGEMENT

Practice recycling, energy and water savings, contributing to the reduction of environmental impacts through the rational use of natural resources.

11) WASTE MANAGEMENT WHEN PROVIDING SERVICES AT EUROVILDE'S FACILITIES

We are aware of the obligation to separate waste in the places defined by Eurovilde, when we are providing services within its facilities.

12) SUSTAINABLE PRACTICES

We will not practice attitudes that may cause air, water or soil pollution. We define good cleaning practices for use with solvents, ensure all employees are trained. We promote the involvement of employees, so that they act in a responsible and environmentally correct manner.

13) LEGAL COMPLIANCE

We will follow the environmental legislation related to our company and we will always try to be updated in relation to this matter.

14) KNOWLEDGE OF THE EUROVILDE MANAGEMENT POLICY

We read and get to know Eurovilde's "Management Policies" available on the website www.eurovilde.pt

We have read and are familiar with the Supplier Assessment Procedure IT/CMP.02 available on the website www.eurovilde.pt



CODE OF CONDUCT FOR SUPPLIERS

15) WORK WITH CAUSE KNOWLEDGE

We seek advice from EUROVILDE before taking any action for which we are not instructed.

16) REACH DISCLAIMER

Regulation (EC) No. 1907/2006 on the registration, evaluation, authorization and restriction of chemical substances (REACH) aims to safeguard the protection of human health and the environment.

Within the framework of this Regulation, Calçado Eurovilde - Pereira & Irmãos, Lda intends to ensure that its suppliers, considered fundamental partners in its strategy, comply with the requirements established in the aforementioned Regulation.

This Declaration expresses that the company that the supplier mentioned above has taken all necessary steps to comply with the requirements of REACH, ensuring the registration of all chemical substances and the existence of Safety Data Sheets / Technical Data Sheets.

End of document.