

CARITÉ considers that Health and Safety - HS is a component part of its Management Policy and as such, takes as compromise:

- Plan, develop and monitor improvement actions and promote systematic revisions of the Management System of HS, with direct envelopment of all company staff, to minimize and if possible, eliminate the hazards associated to their jobs, contributing this way to strength the protection and health of all own Employees and third body's.
- To fulfil all legal requirements regarding HS, as well as other compromised normative agreement requirements that could be applicable to its activities and premises.
- To ensure the inclusion of the HS matter, on company Training Plans and develop training actions, as soon as they seems to be necessary, as well as full training given to new employees.

In order to monitor, keep active and up to date the Policy Management regarding HS, **CARITÉ** warrants:

- Realize periodical audits regarding Management System of HS
- Keep up to date identified hazards and evaluate the risks of its activities
- Revise the objectives and targets of HS integrated with other remaining activities
- Realize and implement corrective and preventative measures in order to improve continuously the performance of HS Organization. .
- Sharing PPE's - Personal Protective Equipments – to the employees, explaining the compulsory use, according to the Law 102/2009.

In the scope of Social Responsibility, CARITÉ assumes a set of principles, as follows:

Children's work: never use or give support, in any circumstances, the employment of workers under 16 years old, promoting at the same time the education and safety of the juvenile workers from 16 to 18 years old.

Forced work: Never employ or give support to any practices of forced work.;

Association Freedom and Collective Agreement Right: Listen, discuss and negotiate any type of suggestion or claim, coming from workers; do not restrict or penalize the workers by joining trade unions.

Discrimination: Do not allow any type of discrimination, be race, social, nationality, religious,

Discipliners Practices: Do not allow any type of aggressive punishments, be that as it may,;

Work Timetable: Fulfil all legal and conventional requirements applicable to a day's work , avoiding deductions against the established legislation.

Payment: The salary paid to the workers must be in accordance with the performed tasks.

Management System: CARITÉ compromises to implement keep and communicate the Policy of Social Responsibility, to all their employees, costumers, suppliers and all concerned parts.

CARITÉ also will be requiring, from their suppliers the same degree of formal compromise, together with a set of principles comprised by the concerned rules.

This Management Policy will be transmitted to all CARITÉ Company Staff in order that they know their rights and their duties concerning the matter of HS and Social Responsibility, as well as will be given to all parts concerned – Costumers, Shareholders, Collaborators, Regulating Bodies, Business Partners, Suppliers and Society in general.

Felgueiras, 29th of October 2021

João Reinaldo Teixeira

(Chairman of the board)