



As a driving force for the development of your organization, PA&CO bases its strategy on the following principles and guidelines:

- Understand customer requirements and improve their satisfaction by proactively embracing quality and compliance with specifications as key factors in ensuring the conformity of produced items;
- Implement a culture of continuous improvement that promotes the effectiveness of the integrated management system for quality, environment, safety, and social responsibility, and contributes to increased stakeholder satisfaction;
- Establish partnerships and trust-based relationships with suppliers, customers, and other stakeholders, promoting transparency and active participation in fulfilling the commitments set out in this policy;
- Implement and maintain a management system based on the SA8000 standard, ensuring ethical, safe, fair, and dignified working conditions for all employees;
- Do not allow the use of child labor in its activities, promoting the safe and appropriate development of young workers.
- Ensure that no forced or compulsory labor is tolerated, ensuring that all employees act voluntarily.
- Ensure healthy and safe working conditions by eliminating hazards and focusing on the prevention of workplace accidents and occupational diseases, as well as on employee participation and training in health and safety matters;
- Ensure that all employees have the right to associate or form unions or representative bodies of their choosing, as well as the right to collective bargaining, without any form of retaliation;
- Ensure that all decisions related to hiring, contract renewal, compensation, training opportunities, promotions, terminations, or retirement are conducted fairly and without discrimination, regardless of race, origin, religion, disability, gender, sexual orientation, family responsibilities, marital status, union membership, political opinion, age, or any other individual characteristic;
- Ensure that no physical or non-physical punishment is used, including coercion, threats, sexual harassment, or verbal abuse, in any employment relationship;
- Ensure that working hours comply with applicable legislation and collective agreements, that employees are not required to exceed legal limits for regular or overtime hours, and that any additional work is always voluntary.
- Ensure that compensation meets at least the requirements of applicable legislation, including minimum wage, overtime, and other pay components, and that all legally required benefits are provided to employees.
- Ensure the necessary conditions for the continuous improvement of PA&CO's performance, particularly in terms of infrastructure, equipment, processes, and human resources;
- Ensure the conditions necessary for the development of employees' skills through ongoing qualification and training, while also promoting their involvement in the management system;
- Ensure compliance with all applicable obligations, particularly those related to customer requirements, internal requirements, and relevant statutory and regulatory provisions;



- Protect the environment through actions that minimize the impacts of its activities, adopting strategies for the responsible and mindful use of resources (textile materials, water, paper, energy, etc.), as well as preventing pollution by focusing on waste reduction and promoting best practices such as recycling;
- Eliminate the use of hazardous chemicals in its production processes and ensure compliance with applicable legal requirements, as well as GOTS, GRS, MRSL, PRSL, and ZDHC standards, through the implementation of appropriate management procedures.
- Allocate the necessary support and resources to carry out the due diligence system in order to ensure the implementation of Responsible Business Conduct principles.

Contacts for SA8000-related matters

Accreditation Body (SAAS/SAI):

Social Accountability Accreditation Services (SAAS)

Website: <https://www.saasaccreditation.org>

Email: saas@saasaccreditation.org

Certification Body (CB):

SGS Portugal

Website: <https://www.sgs.pt>

Telephone: +351 808 200 747

Email: sa8000@sgs.com