



## Index

Index	1
1. Main Objectives of Code	2
2. Mission and Values	2
3. Vision	2
4. Social Responsibility Requirements	3
5. Control of Practices and Principles	4
6. Obligations of Suppliers and Subcontractors	4

## 1. Main Objectives of the Code

At FORTeams Lab, S.A. we understand that the strategic vision must clearly and firmly support our commitment to ethical and socially responsible management.

This Code of Ethics and Conduct was an integrative approach to the values and principles of the management system, business practices and attitudes by which FORTeams Lab, S.A. is governed, with special attention on the relationship and communication with all stakeholders, in a climate of rigor and full transparency in order to:

- I. Present to FORTeams Lab, S.A. as a company with social responsibility, complying with and enforcing the standards of good conduct of all partners, reinforcing a common socially responsible culture.
- II. Promote trust relations between the company and all its partners, as well as encourage the practice of the values assumed by FORTeams Lab, S.A..
- III. Ensure that in all business relationships, the amounts assumed by FORTeams Lab, S.A. are taken into account.
- IV. Ensure full respect for people and their rights.
- V. Ensure high standards of health and safety at work.

The main objective of this Code of Ethics and Conduct is to make known to all employees, customers, suppliers, subcontractors and other stakeholders the values recommended, lived and required by the company.

## 2. Mission and Values

FORTeams Lab is in the area of the production of sports merchandising, stamped and woven labels and graphic products.

Its success has been based on teamwork, supported by the skills, commitment and motivation of all its employees.

It is a deep conviction that our action deserves the trust of all our customers.

The competence and honesty of our performance and the quality of our work, has been some of the arguments used for the growing affirmation of the company in a sector of activity strongly competitive and complex.

## 3. Vision

The fundamental pillar of our company is based on our vision of the future. The increasing turnover, internationalization and the continued satisfaction of the needs and expectations of our customers are some of the main goals to be achieved in the millennium.

We therefore bet on the modernization and qualification of our resources and the continuous cooperation of our employees for the positive performance of our company, so that we can be a major reference at national and international level.

## 4. Social Responsibility Requirements

FORTeams Lab, S.A. believes and recognizes that its performance in the market is merely economic. It is concerned with identifying and managing talent, developing skills in the workforce that add value to the business and asserting itself through ethical and socially responsible conduct.

Our commitment to "Do more than produce just clothing" is transversal to our entire organization and our principles extend to the various relationships of institutionalized partnerships.

Thus, FORTeams Lab, S.A. assumes its commitment to the following principles of Social Responsibility:

### Child labour:

It does not use or admit the use of child labor, that is, minor collaborators. The term "minor" refers to a person under 16 years of age.

### Forced and Compulsory Labor:

It does not use or admit the use of forced or compulsory labor, whether through physical imposition, threats or other forced methods, without making any kind of pressure or retention of identification documents.

### Health and Safety:

It ensures its employees a safe and healthy working environment. It promotes compliance with safety, health and hygiene standards and requires its suppliers and subcontractors to ensure a safe and healthy working environment.

### Freedom of Association:

It recognizes and respects the right of employees to freedom of association and representation, according to their will expressed freely and without pressure.

### Non-discrimination:

Censorship of any form or practice of discrimination in its partners and against its employees, depending on their race, color, sex, religion, age, nationality, disability, sexual orientation, social or ethnic origin, political affiliation or religion.

### Disciplinary practices:

It assures its employees that they respect their dignity and disprove any kind of physical, sexual or psychological or verbal abuse or harassment.

### Harassment at work:

It adopts actions to prevent and combat harassment at work, physical, sexual, psychological or verbal. Where alleged harassment is known at work, disciplinary proceedings shall be initiated.

### Working Hours:

It ensures compliance with working hours and overtime pay in accordance with applicable legislation, also encouraging and encouraging its suppliers and subcontractors to comply with the legal compliance in force.

## Remuneration:

It recognizes that the salary is essential for meeting the basic needs of employees and ensures all legally established remuneration, requiring its suppliers and subcontractors to pay fairly and in accordance with the laws in force.

## Legal Requirements:

Comply with national and international laws and regulations applicable to your activity, including the Conventions of the International Labour Organization and the United Nations, the Universal Declaration of Human Rights and the requirements of SA 8000.

## Environment:

It promotes the adoption of the necessary measures to protect the environment and conducts all its activities in accordance with the legal requirements related to environmental protection, fostering environmental management practices in its suppliers and subcontractors.

## Surrounding Community:

It is committed to supporting social, educational and environmental initiatives, promoted internally or in partnership with external institutions, leading to a fairer society and fostering closeness to the surrounding community.

FORTeams Lab, S.A. reaffirms its commitment to the Social Responsibility Policy and undertakes to periodically review its performance by outlining strategies that ensure its full compliance, evaluating and disseminating its performance in the area of Social Responsibility to different stakeholders.

## 5. Control of Practices and Principles

FORTeams Lab, S.A. has designated a responsible person for the area of Social Responsibility and a Workers' Committee, which ensure compliance with the principles mentioned in this Code of Ethics and Conduct. However, whenever anomalies/non-conformities are detected, FORTeams Lab, S.A. process of investigation and determination of causes with the taking of corrective actions.

When anomalies/non-conformities involve suppliers or subcontractors, and there are corrective actions to be taken by them, FORTeams Lab, S.A. monitors the implementation of the actions defined by them. If the supplier or subcontractor does not implement them, FORTeams Lab, S.A. analyzes the contractual situation in force and may terminate the contracts.

## 6. Obligations of Suppliers and Subcontractors

FORTeams Lab, S.A. informs its suppliers and subcontractors of the commitments made and the requirements to be met, mentioned in this Code of Ethics and Conduct, namely:

Non-use of child labor, that is, employees under 16 years of age.

Non-use of forced and compulsory labor.

Have a safe and healthy working environment, complying with the rules and requirements in the area of health and safety, providing adequate personal protective equipment (PPE's), fire protection systems, first aid, signage and others, in accordance with the law in force and applicable to your activity.

Give its employees the freedom of association and the right to collective bargaining, without any kind of reprisals.

Do not discriminate in hiring, remuneration, training, promotion and other human resources management activities.

Do not use disciplinary practices, treating with respect and dignity all people.  
Have normal and extraordinary working hours, according to the law in force.  
Remunerate employees fairly, safeguarding the satisfaction of the basic needs of employees.

The suppliers and subcontractors of FORTeams Lab, S.A. must inform their employees of the social responsibility commitments mentioned in this Code of Ethics and Conduct, ensuring their full compliance, as well as all applicable legislation applicable to their activity.  
They must also inform their employees of all specifications of FORTeams Lab, S.A..

Suppliers and subcontractors of FORTeams Lab, S.A. , must collaborate in verifying compliance with this Code of Ethics and Conduct through audits, allowing free access to internal or external audit teams, designated by FORTeams Lab, S.A. with prior notice to its facilities, from offices to production areas.  
Suppliers and subcontractors, if they subcontract operations associated with the manufacture of FORTeams Lab, S.A.'s products, shall immediately notify the company and ensure that their subcontractors comply with the minimum requirements stipulated in this Code of Ethics and Conduct.  
Suppliers and subcontractors undertake to fully comply with the obligations arising from this Code of Ethics and Conduct, assuming their commitment to the signature of the form.