

The Quality, Social Responsibility and Environment Policy established by **FORteams Lab, S.A.**, designated as **FORteams LAB**, evidences the commitment of the Administration in the implementation of the Quality Management requirements arising from NP EN ISO 9001 and NP EN ISO 14001 Environmental Management.

It is disseminated throughout the organization through its display in places frequented by employees and through awareness-raising actions and is also made available to stakeholders.

The understanding and adequacy of the Policy, as well as **the evolution and improvement of the Management System** are analyzed based on a set of objectives.

FORteams LAB is aware that it is through the satisfaction of its customers, employees and stakeholders that it will achieve visibility in the market.

It is proposed to develop new products (*Merchandising and Textile Accessories*) and expand new markets and that the way forward is that of continuous improvement.

We propose to achieve these goals through:

- Teamwork, motivation, satisfaction and commitment of our employees;
- Optimization of processes and resources;
- Compliance with the Legislation that is applicable to us, as well as other compliance obligations that the company subscribes to and customer requirements;
- Investment in new solutions;
- Do well at the first and lowest cost;
- Continuously improve the effectiveness of Management Systems and their performance.

At the level of Social Responsibility, we are committed to complying with the following principles:

- Not to apply abusive disciplinary practices or any kind of discrimination (race, national or social origin, social class, birth, religion, disability, sex, sexual orientation, family responsibilities, marital status, trade union membership, political opinion, age or any other condition);
- No to moral or sexual harassment at work;
- Not to use or promote child labor;
- Not to use or promote forced or compulsory labor;
- Not to tolerate any acts of corruption, extortion, fraud or bribery;
- Respect the right of workers to form or join trade unions and organizations representing their professional category, as well as collective bargaining;
- Provide its employees with wages that meet at least the minimum standard of fair pay;
- Ensure compliance with the working hours established in accordance with the law in force
- Respect and comply with the regulatory and legal requirements in force, both national and international, including the principles of international regulatory instruments, namely the ILO Conventions and the international human rights standards - Regulatory Instruments, described on the following page;
- Promote a safe and healthy working environment through the establishment of effective measures to prevent health, safety and occupational injury or illness incidents, providing regular training to its employees;
- Ensure special protection for workers who have not yet reached adulthood.
- Adopt the necessary measures to comply with the requirements of preservation of the Environment.
- To ensure, in a systematic way, the needs and expectations of the interested parties, progressively increasing the satisfaction and confidence in **FORteams LAB**;

REGULATORY INSTRUMENTS

International regulatory instruments, namely the ILO Conventions and the international human rights standards that **FORteams LAB** undertakes to respect within the framework of its Corporate Social Responsibility strategy:

ILO Convention No. 1 (Working Time - Industry) and Recommendation No. 116 (Reduction of working hours);
ILO Conventions No. 29 (Forced Labor) and No. 105 (Abolition of Forced Labor);
ILO Convention No. 87 (Freedom of Association);
ILO Convention No. 98 (Right to Organize and Bargain Collectively)
ILO Conventions No. 100 (Equal Pay) and No. 111 (Discrimination - Employment and Occupation);
ILO Convention No. 102 (Social Security – Standard Minimum Contributions);
ILO Convention No. 131 (Fixing the Minimum Wage);
ILO Convention No. 135 (Workers' Representatives);
ILO Convention No. 138 and Recommendation No. 146 (Minimum Working Age);
ILO Convention No. 155 and Recommendation No. 164 (Occupational Health and Safety);
ILO Convention No. 159 (Vocational Rehabilitation and Employment - Persons with Disabilities)
ILO Convention No. 169 (Indigenous and Tribal Peoples);
ILO Convention No. 177 (Teleworking);
ILO Convention No. 181 (Private Employment Agencies);
ILO Convention No. 182 (Worst Forms of Child Labor);
ILO Convention No. 183 (Protection of Maternity);
ILO Code of Practice on HIV/AIDS and the World of Work;
Universal Declaration of Human Rights;
The International Covenant on Economic, Social and Cultural Rights;
The International Covenant on Civil and Political Rights;
The United Nations Convention on the Rights of the Child;
The United Nations Convention on the Elimination of All Forms of Discrimination against Women;
The United Nations Convention on the Elimination of All Forms of Racial Discrimination;
The United Nations Guiding Principles on Business and Human Rights.

At the level of Environmental Responsibility, **FORteams LAB** aims to integrate into its core values the respect and protection for the environment, as well as the prevention of pollution, its employees and all those who interact with us.

The top management of **FORteams LAB** is committed to ensuring the means and resources necessary to achieve its objectives, as well as to provide the organization with the necessary tools for a sustainable development of the organization in the socio-cultural context where it is.

FORteams LAB aims to be the trusted partner of its customers, betting on Quality, Reliability, Environmental Protection and Minimization of Environmental Impacts.

In order to comply with all these commitments, **FORteams LAB's commitment** will go through training and information to ensure compliance with standards, legislation, customer requirements and all requirements that the organization decides to adhere to.

In this framework of awareness and accountability, the **strategy of FORteams LAB** will focus on the following key commitments:

- Promote the rational and efficient use of raw materials, energy and natural resources;
- Promote the sustainable use of resources;
- Contribute to the mitigation of the effects of climate change and global warming;
- Commitment and protection of biodiversity and ecosystems;
- Minimize the production of waste and promote the recovery of the same, ensuring that they are sent to the appropriate final destination;
- Control energy and raw material consumption, in order to reduce waste;
- Sensitize and train employees for environmental awareness and so that they adopt responsible environmental behaviors and practices;
- Develop the internal and external communication of the company in order to ensure that all employees and partners know and adopt the practices expressed herein;
- Ensure that the basic principles in this policy are known to all employees and stakeholders.

These are the tools for our Success.

Vizela, September 06, 2023

Or Administrator