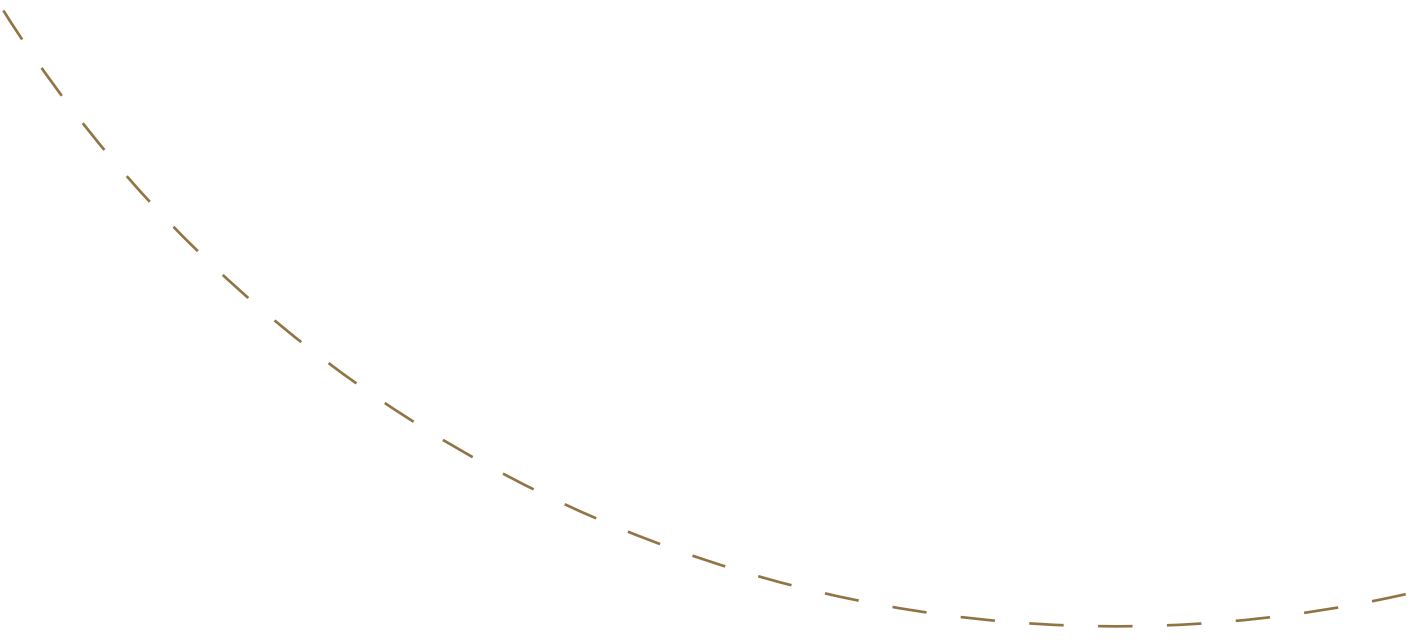


2024

LURUEIRO
CAMPOS

TEXTILE COMPANY

Sustainability
REPORT



www.cordeirocampos.pt



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01

MESSAGE FROM THE BOARD OF DIRECTORS



Dear stakeholders,

It is with deep conviction in our corporate responsibility that Cordeiro e Campos S.A. presents its first ESG (environmental, social and governance) Sustainability Report, consolidating our firm commitment to business practices that generate economic, social and environmental value in an integrated and long-lasting manner.

Our purpose is to promote transparency regarding our operations and impacts, demonstrating how we are integrating sustainability principles into our business strategy while fostering initiatives that balance sustainable growth, social inclusion, and environmental protection. We fully aware that operating with excellence and responsibility is imperative in order to meet the legitimate expectations of our stakeholders, contributing to the development of a more balanced society with reduced negative impact on the planet.

Transparency is the foundation that underpins our actions and decisions. Through this report, we share not only the progress we have made, but also the challenges we have faced and the strategies devised to overcome them. This open dialogue reflects our commitment to meeting the highest environmental, social and governance standards, aligning our activities with the major challenges facing the sector—shaped by sustainability and circularity policies and strategies in the textile industry, as well as the stringent regulatory requirements that shape the present and future of the Textiles and Clothing Sector.

We acknowledge that the success of our ESG journey is directly linked to collaboration with all our partners, customers, employees and the community. We therefore reaffirm our commitment to continuously improving our practices, inspiring positive change and building a legacy with a lasting impact on a more sustainable future.

We extend our gratitude to everyone for their continued support and hope that this report provides a clear and transparent insight into our efforts and progress as we continue creating value for all our stakeholders.

With esteem,

A handwritten signature in black ink, reading "José Santos". The signature is fluid and cursive, with a large, stylized 'J' and 'S'.

[Founder]



02

ABOUT THE REPORT

www.cordeir



This report, published in January 2025, covers the period of 2023, providing, whenever possible, an evolutionary perspective over the past three years (2021-2023). Its purpose is to demonstrate to our stakeholders Cordeiro e Campos S.A.'s commitment to responsible and transparent environmental, social and governance (ESG) practices.

This report has been prepared based on selected Global Reporting Initiative (GRI) standards and in line with the main sustainability trends, namely the United Nations 2030 Agenda – 17 Sustainable Development Goals, alignment with the European Green Deal, the Fashion Pact and the STV Sustainability Report, in which Cordeiro e Campos S.A. participated with its ESG indicators.

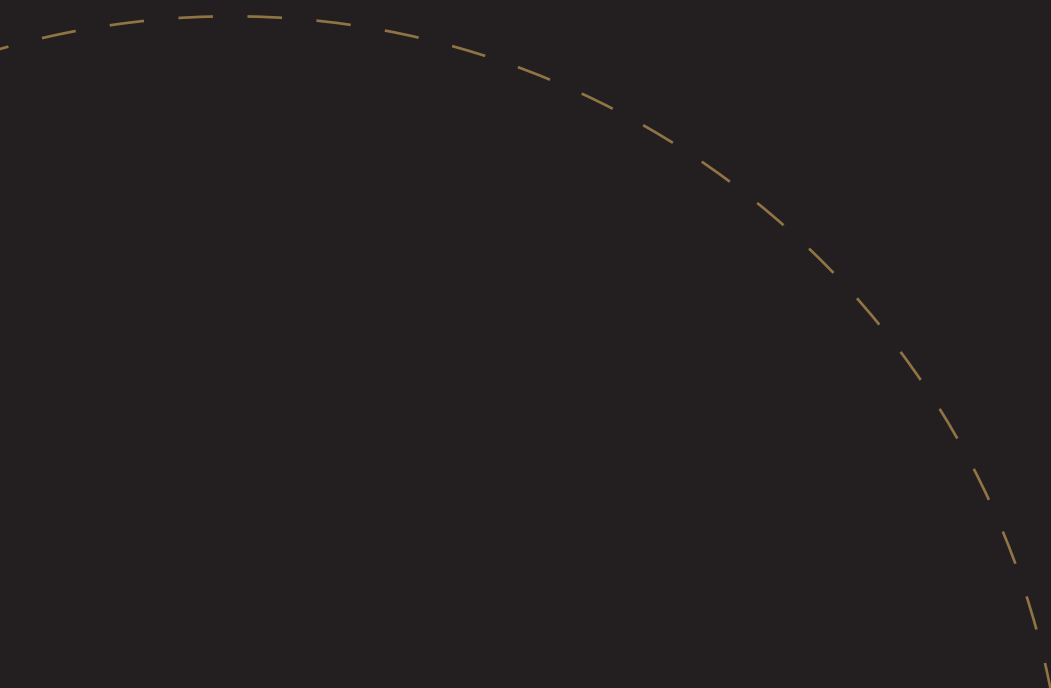
This Sustainability Report has not been externally verified; however, we are committed to continuously improving our reporting practices in the future.

**IT IS AVAILABLE IN DIGITAL FORMAT ON THE
CORDEIRO E CAMPOS S.A. WEBSITE.**

ocampos.pt

03

GET TO
KNOW
CORDEIRO
E CAMPOS S.A.



CORDEIRO
E CAMPOS S.A.

3.1 OUR STORY

Cordeiro e Campos S.A. is a public limited company represented by the directors José Augusto Nascimento dos Santos, Maria Carolina Martins de Campos, Gilberto Santos and Mário Nelson Santos.

The company was founded in march 1982 and remains a family-owned business, specialising in the serial production of knitted outerwear for babies, children, women and men. Initially, the company operated as a subcontractor for major brands. However, as soon as it gained confidence in its organisational capabilities and workforce, it strategically shifted its focus towards exports.

The company began its operations in rented facilities in Lijó, Feital. As the business grew, the need for larger premises became evident, leading to the acquisition of a facility in the Roriz Industrial Estate in 1994. The relocation took place on 13 May 1996, and in 2014, the site underwent a major restructuring, incorporating new infrastructures and advanced technologies.

In addition to the new infrastructure, Cordeiro e Campos S.A. implemented a new organisational system, incorporating cutting-edge information and communication technologies, which significantly enhanced both quality and production capacity. The machine park has been continuously modernised, leading to greater production efficiency and resource optimisation.

Cordeiro e Campos S.A. collaborates with leading global brands, catering to premium market segments with high-quality standards and high added-value products. Developing innovative processes and techniques remains at the heart of the company's strategy, supported by its cutting-edge technologies, highly skilled workforce, well-structured production system and a efficiently aligned supply chain, enabling it to compete in the global market.

WHERE WE ARE

3.2

R. do Gaioso, 126 - Roriz
41.585116, -8.593364

Av. do Monte, 55 - Oleiros
41.603892, -8.492676

1982

Began operations in rented facilities in Lijó/Barcelos with approximately 90 square metres.

3.3 MILE STONES

1989	1996	2013	2017	2019
Internationalization - English market.	Inauguration of the new facilities in Roriz. Deployment area: 800 square meters. 43 employees.	Second expansion of the Roriz facilities. Total plot area: 7,774.00 square meters. Expansion of the automated cutting systems available, including the acquisition of a ZUND G3 L2500 localised sample cutting system.	ISO 9001:2015 Quality Certification; STeP by OEKO-TEX certification. 140 employees.	Became a member of the Better Cotton Initiative (BCI). Joined the ZDHC platform. New industrial unit in Oleiros with 50 employees. Total area of 25,275 square meters, with a construction area of 2,768 square meters.
2020	2021	2022	2023	2024
Product certifications: GOTS, OCS, GRS, RCS. Renewal of BCI membership and ZDHC platform participation.	Joined the Textile Cluster for Technology and Fashion in partnership with CITEVE. Extension of the ISO 9001 and STeP Certificates to the new production unit in Oleiros. Received the Business Excellence in Sustainability Award from CENIT, ANIVEC and APIVE.	Creation of the Strategy group of the Innovation group. Extension of the scope of GOTS, OCS, GRS and RCS product certifications to the subcontracting supply chain. Change of legal form and company name to CORDEIRO E CAMPOS S.A.	Decarbonisation policy: replacement of diesel boilers with electric boilers; extension of the photovoltaic panel installation across both production units. Merit Award for Social Responsibility as an inclusive employer, presented by APACI.	First ESG Sustainability Report published. Participation in international trade fairs in the USA and EU.

3.4 OUR FACILITIES



RORIZ INDUSTRIAL UNIT HEAD OFFICE

Rua do Gaioso, nº 126, Parque Industrial de Roriz
4750-658 Roriz – Barcelos
Portugal



we create fashion

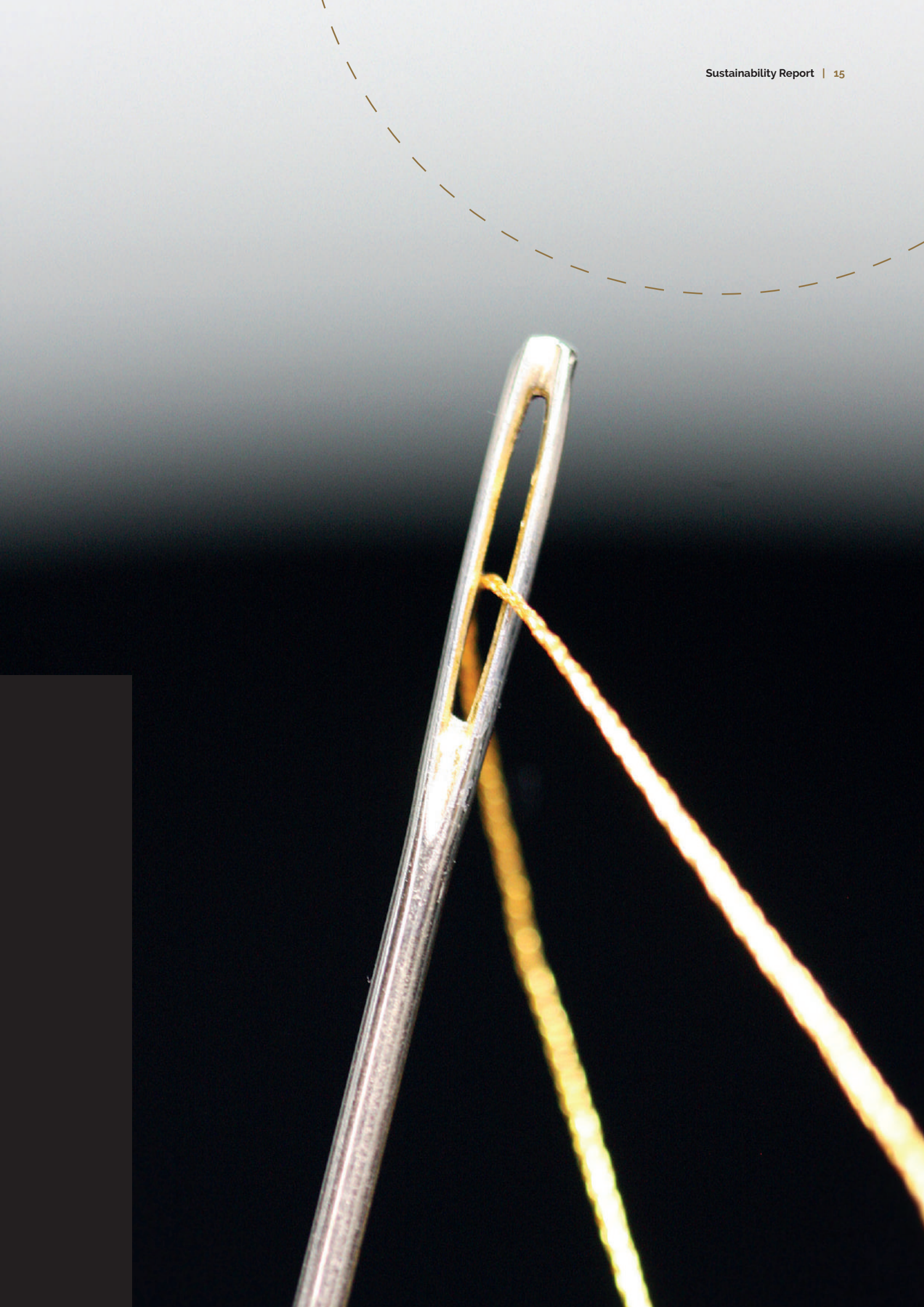






OLEIROS INDUSTRIAL UNIT

UIO – Avenida do Monte, nº 55
4730-325 Oleiros - Vila Verde
Portugal



3.5 CORDEIRO E CAMPOS S.A. IN NUMBERS

172
employees

21M€
turnover

40
years
experience

3.6 OUR TEAM



3.7 OUR MARKETS



01

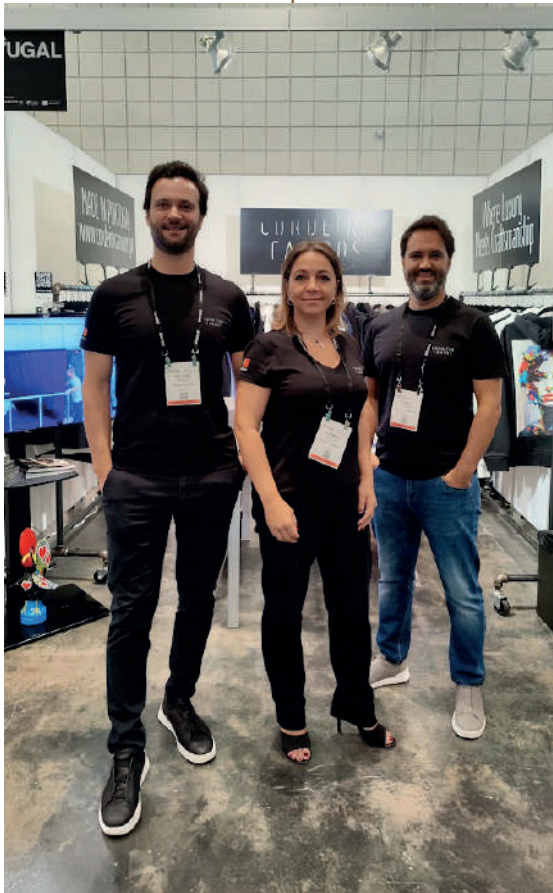
01 North America
United States of America

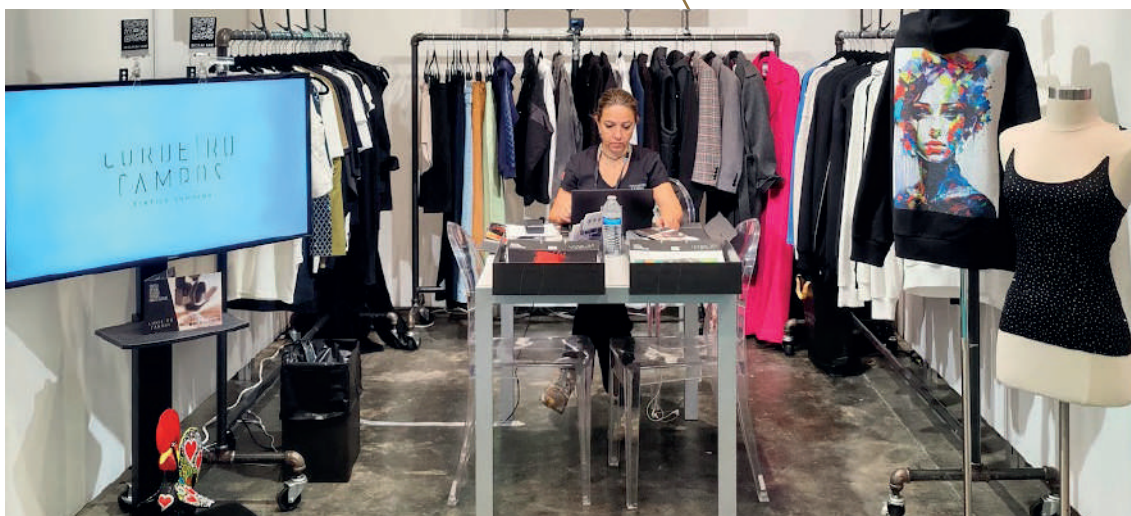
02 Europe
*Switzerland
United Kingdom
Portugal
The Netherlands
Italy
France*

03 Asia



3.8 OUR INTERNATION- ALIZATION





iTechStyle
greencircle



Powered by

citeve

Sustainability Showcase



Cordeiro e Campos S.A. also took part in the iTechStyle Green Circle initiative, promoted by Citeve, aimed at showcasing Portuguese textile excellence in sustainability and circular economy on international markets.

3.9 PROCESSES & TECHNOLOGIES



Annual production
CAPACITY
500,000 *to*
1,000,000
garments

3.10 OUR PRODUCTS





STOCKMAN
PARIS













3.11 RECOGNITIONS & AWARDS





04

OUR
IDENTITY

OUR

4.1 MISSION, VISION AND VALUES

Mission

We deliver on our promises. We are committed to delivering excellence in service, leveraging innovative technical solutions, advanced technologies, and the expertise of our employees, while fostering strong partnerships across the value chain. We balance economic growth with sustainable development, ensuring value creation for all stakeholders while remaining conscious of the social and environmental impact of our actions.

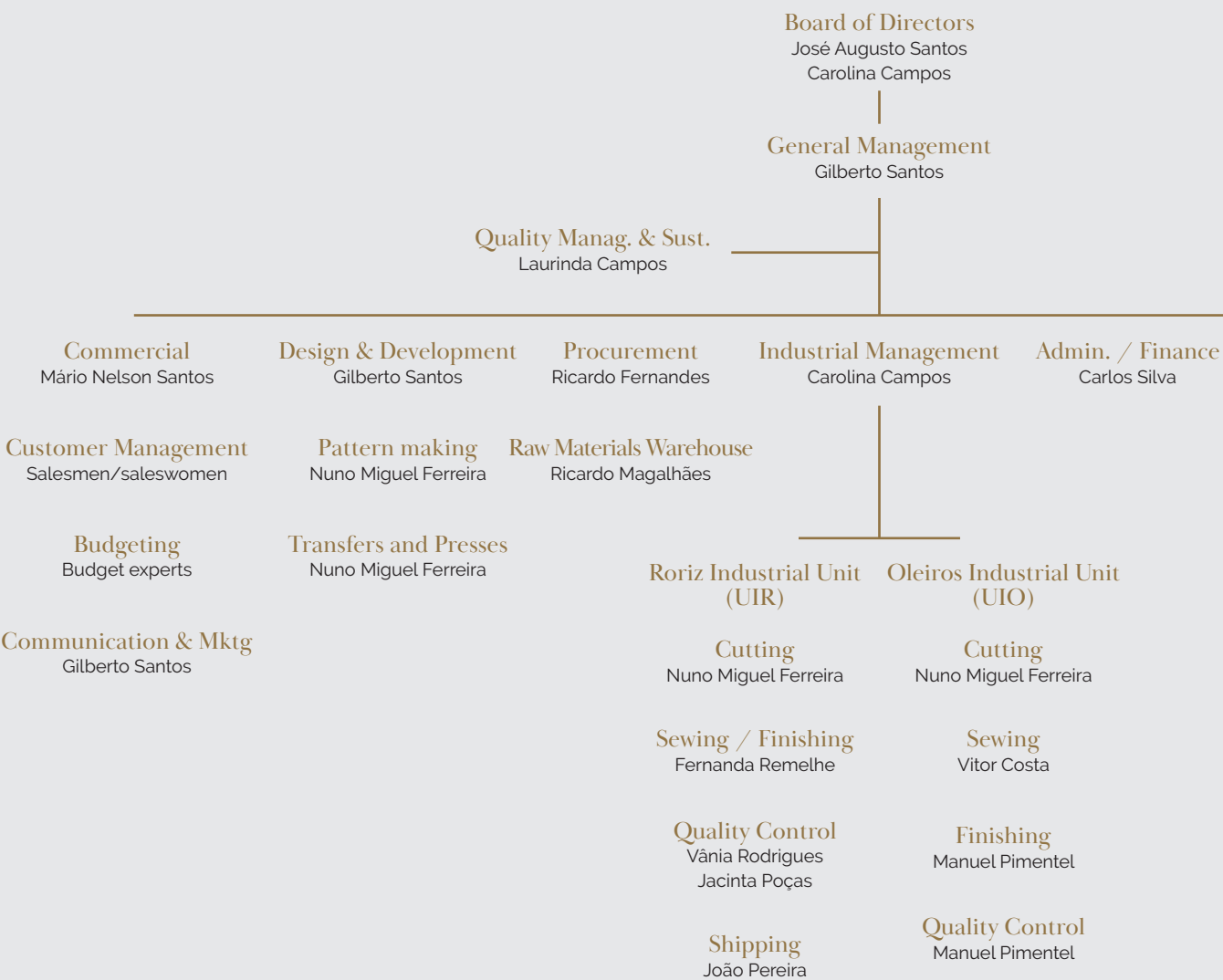
Vision

To be recognised as a key partner in the fashion industry, valued for our expertise, differentiation, and close customer relationships.

Values

- ✓ Rigour & Professionalism
- ✓ Ethics & Responsibility
- ✓ Commitment & Involvement
- ✓ Innovation & Sustainability
- ✓ Humanism & Citizenship

4.2 OUR ORGANISATIONAL STRUCTURE



The Human Resources Management manual sets out a detailed description of all key roles within Cordeiro e Campos S.A., ensuring the necessary competences are in place for the respective activities, including the main responsibilities and authorities, as well as the qualifications, skills and corresponding requirements needed for each role.

HR Management
Laurinda Campos

Infrastructure Manag.
José Augusto Santos

Information Systems
Amadeu Carvalho

Maintenance
Joaquim Pereira



05

OUR COM-
MITMENTS
TO SUSTAIN-
ABILITY

5.1 OUR CERTIFICATIONS

Recognising the importance of certifications for our customers and stakeholders, and reaffirming our commitment to quality, innovation and sustainability,

Cordeiro e Campos S.A. has implemented and obtained certification for several internationally recognised standards that are highly valued across the value chain,

both at company-level and in terms of eco-labelling for sustainable products. It is worth noting the maintenance and the periodic renewal of these certifications over the last few years.





OEKO-TEX® STeP

Sustainable Textile & Leather Production - an international standard based on a modular certification system for textile and leather production facilities. This certification evaluates six key areas: chemical product management, environmental performance, environmental management, social responsibility, quality management and occupational health and safety. The aim of STeP is to implement sustainable production processes, reduce environmental impacts, promote health and safety, and foster socially responsible working conditions at production sites.



ISO 9001

Quality Management System - an international standard that enables organisations to demonstrate their ability to provide products and services that meet both customer requirements and applicable legal and regulatory standards.



Global Organic Textile Standard (GOTS)

An eco-label designed for organic production, indicating that the product contains a certain percentage of organic/biological fibres. It includes strict chemical, environmental and social requirements.



Organic Content Standard (OCS)

An eco-label designed for organic production, indicating that the product contains a certain content of organic/biological fibres. It certifies products with 5% to 100% organic/biological fibre content. It does not include environmental and social requirements.



Global Recycled Standard (GRS)

An eco-label for products containing a certain content of recycled materials. It includes strict chemical, environmental and social requirements.



Recycled Claim Standard (RCS)

An eco-label for products containing a certain content of recycled materials: ranging from 5% to 100%. It does not include environmental and social requirements.

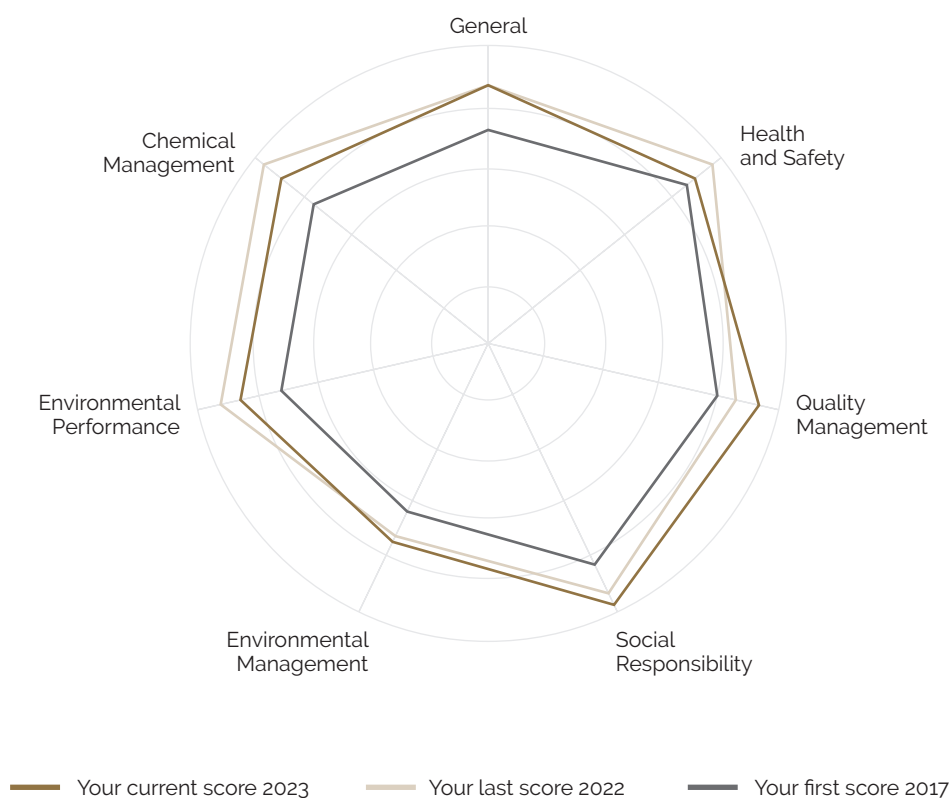


Better Cotton

A global sustainability initiative for cotton, whose mission is to support local communities by promoting more sustainable farming practices, as well as improving the working conditions and financial security of farmers and rural workers.

Of particular note is our OEKO-TEX® STeP (Sustainable Textile & Leather Production) certification, where Cordeiro e Campos S.A. has achieved Level 3 – the highest sustainability rating for companies. This achievement represents the culmi-

nation of an evolutionary process over the past years, involving the definition and implementation of best sustainability practices. The scores below show the results of our commitment across these key areas.



	Your current score 2023	Your last score 2022	Your first score 2017
General	88%	88%	73%
Chemical Management	87%	93%	71%
Environmental Performance	82%	85%	66%
Environmental Management	74%	72%	63%
Social Responsibility	97%	94%	82%
Quality Management	86%	79%	74%
Health and Safety	86%	91%	83%

5.2 SUSTAIN- ABILITY POLICY

Aligned with its business context and corporate strategy, Cordeiro e Campos S.A. has defined the following pillars as part of its Quality & Sustainability Policy:

Customer focus

We ensure a high level of product and service excellence for our customers, meeting their needs and expectations;

We seek to systematically improve and differentiate our products and services, developing new solutions through process and product innovation;

We build strong and mutually beneficial relationships with our business partners across the entire value chain, seeking better and new solutions that create value for our customers and the markets in which they operate.

Focus on sustainability

We are committed to the sustainable development of our company in its environmental, economic and social aspects;

We actively prevent environmental pollution and contribute to greater environmental sustainability by: using resources efficiently and responsibly; reducing water, energy and chemical consumption; minimising waste production and air emissions; and mitigating environmental impacts;

We systematically improve and optimise our operational processes, using new technologies to enhance efficiency and performance;



We establish and foster partnerships with stakeholders that promote sustainable development;

We comply with all legal and regulatory requirements applicable to our activity, including environmental, quality, social responsibility and occupational health and safety standards.

Focus on people

We reinforce the values of the organisational culture, fostering communication, knowledge-sharing, employee engagement and their commitment to the company's goals;

We adhere to the core principles of the International Labour Organisation, including the Universal Declaration of Human Rights and the United Nations' guiding principles.

Focus on stakeholders

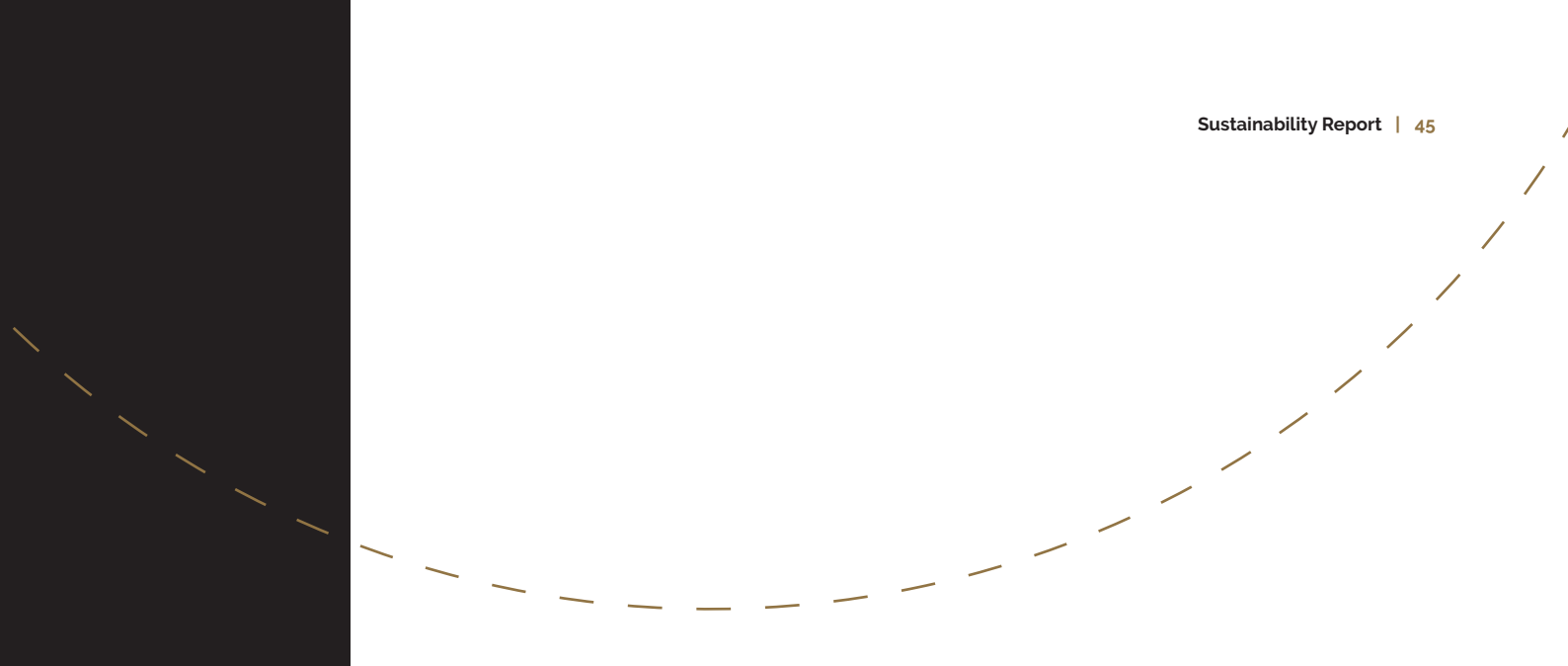
We are committed to the continuous improvement of our Management System, adopting an integrated approach to stakeholder satisfaction that ensures mutual and sustainable benefits;

This Policy is clearly communicated to all employees through internal postings and publication on the Management Platform.



06

IDENTIFYING
AND ENGAG-
ING WITH
STAKEHOLD-
ERS



Cordeiro e Campos S.A. interacts with various stakeholders throughout its value chain. As part of its Sustainability Management System, and in line with the company's business context, a PESTAL analysis is conducted to assess the requirements of key stakeholders. This ensures that Cordeiro e Campos S.A. aligns its practices to meet these requirements, while also defining mitigation actions to address unforeseen deviations.

Engaging with different stakeholders provides several key benefits:

Reputation Enhancement: maintaining strong relationships with stakeholders —such as customers, consumers, suppliers, and local communities—enhances the company's reputation and strengthens external trust.

Innovation and Sustainability: collaboration with stakeholders can lead to innovative sustainable solutions, such as the use of new technologies, new materials, more efficient and technological production processes that reduce negative impacts and optimise resources.

Access to new markets: interaction with investors and regulatory bodies can facilitate expansion into new markets, supporting business growth and diversification.

Talent Retention: fostering a positive work environment and open communication with employees can increase job satisfaction and talent retention, which is essential for improved performance.

Resilience and Adaptability: understanding stakeholders needs enables more assertive strategic decision-making, helping the company anticipate trends and adapt to market changes.

Overall, these interactions strengthen Cordeiro e Campos S.A.'s market position **while contributing to a more sustainable and responsible development.**



KEY STAKEHOLDERS ENGAGED BY CORDEIRO E CAMPOS S.A.:



LECTRA



mind
:: technology



CLUSTER TÊXTIL
tecnologia e moda



citeve



blisq
BRAND STRATEGY AGENCY



invescorte



macwin



ANIVÉC
APIV

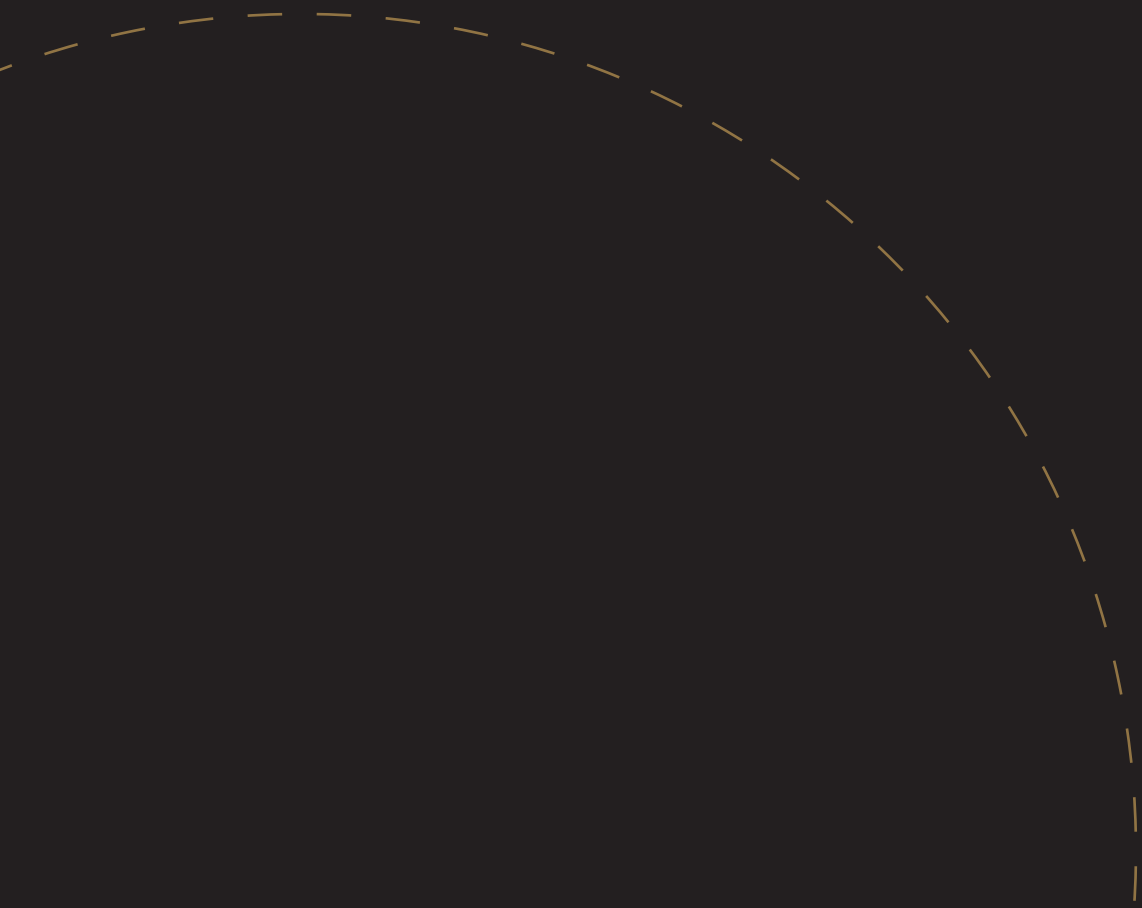


cenit.

07

SUPPLY
CHAIN

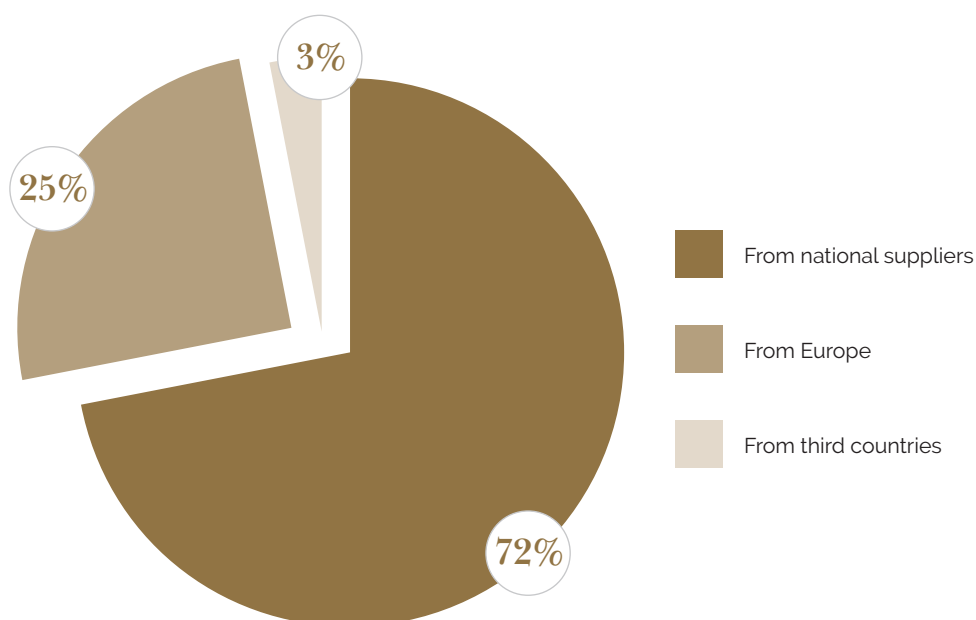
SUPPLIES



Cordeiro e Campos S.A. has a loyal supply chain, sharing the same principles and values of business ethics, complying with sustainability requirements, including social and environmental ones, as well as business ethics. To this end, employees strictly adhere to the Cordeiro e Campos S.A.'s Code of Ethics and Conduct, where they are periodically monitored and evaluated, both by audits and certification processes.

It should be noted that Cordeiro e Campos S.A.'s entire chain of certified suppliers and subcontractors is certified to meet the GOTS, OCS, GRS, and RCS eco-label standards.

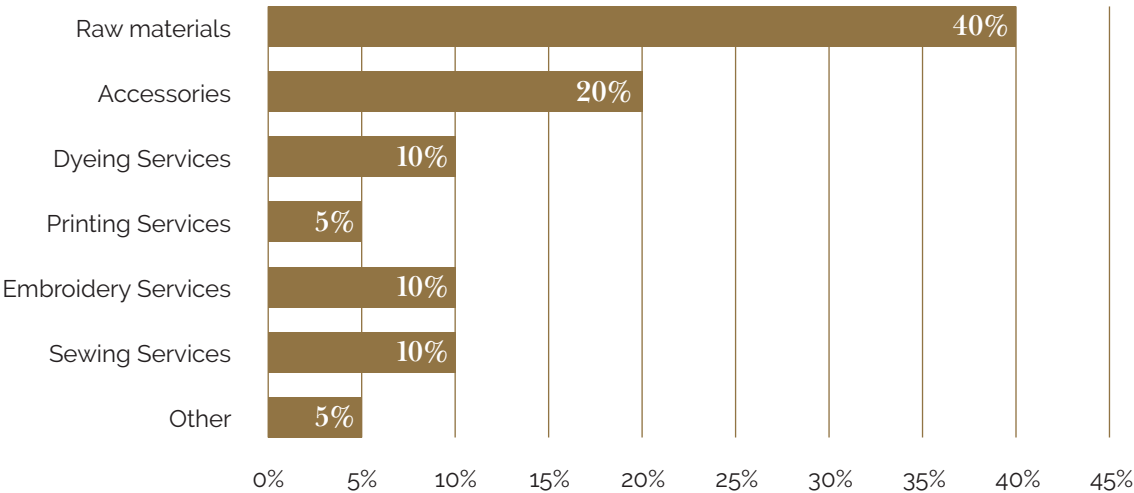
Purchasing / Market Distribution (No.)



Cordeiro e Campos S.A. has a purchasing policy based on geographical proximity, with significant gains in terms of logistics and transportation of materials in the chain – which significantly minimise the environmental footprint – as well as a closer monitoring of the fulfilment of orders/services requested, or in troubleshooting. On the other hand, proximity and loyalty often foster innovation through new challenges and innovative solutions.

It should be noted that the sourcing of raw materials from third countries occurs exclusively upon client request.

Supply Chain – Type of Purchasing (€)



Raw materials account for 40% of production costs, which is why Cordeiro e Campos S.A.'s Procurement Department seeks out the best partnership relationships in the supply chain to meet client specifications and contractual requirements.

Selection criteria in the Cordeiro e Campos S.A.'s management system include product and service quality requirements, as well as environmental and social criteria. Criteria for criticality are also defined, taking into account their degree of influence on the fulfilment of legal, regulatory and customer requirements, as well as STEP certifications or eco-labels.

Regular audits are conducted across the supply chain, thus ensuring compliance with the aforementioned requirements.



08

SUSTAIN-
ABILITY
STRATEGY
AND MAN-
AGEMENT



8.1 CHALLENGES AND OPPORTUNITIES

Sustainability is an increasingly critical issue for textile companies, including Cordeiro e Campos S.A., presenting both challenges and opportunities.

Key challenges include growing stakeholder expectations in terms of sustainability, due to the growing demand for transparency and accountability in business practices, particularly regarding traceability of materials, their type, resource consumption, as well as social responsibility, ethics and due diligence issues.

At the same time, the stricter regulatory framework for textile companies is a major challenge, given their high impact on the planet, with increasingly stringent environmental policies and regulations, which may require significant investment in new technologies and processes.

On the other hand, Cordeiro e Campos, S.A., always focussed on its most important stakeholders, considers its commitment to innovation and the efficiency of its processes and products as opportunities, recognising that sustainability can drive innovation and lead to the development of new products and processes that are more efficient and have less impact on the planet.

The publication of the EU Strategy for Sustainable and Circular Textiles has also accelerated a set of key initiatives aligned with the Sustainable Development Goals, with ambitious targets set for this decade.

In this context, Cordeiro e Campos S.A. already has a set of goals in its strategic roadmap 2030 that are aligned with its sustainability strategy:

Investment in more efficient technologies and processes;

Digitisation of processes;

Industry 4.0 implementation;

Innovative process optimisation solutions;

Eco-design for sustainable products;

Carbon neutrality strategy;

Sustainable supply
chain alignment;

Online KPI monitoring;

Product & company
certifications as key drivers
of improvement;

Employee capacity-building,
promoting sustainability
& digitalisation;

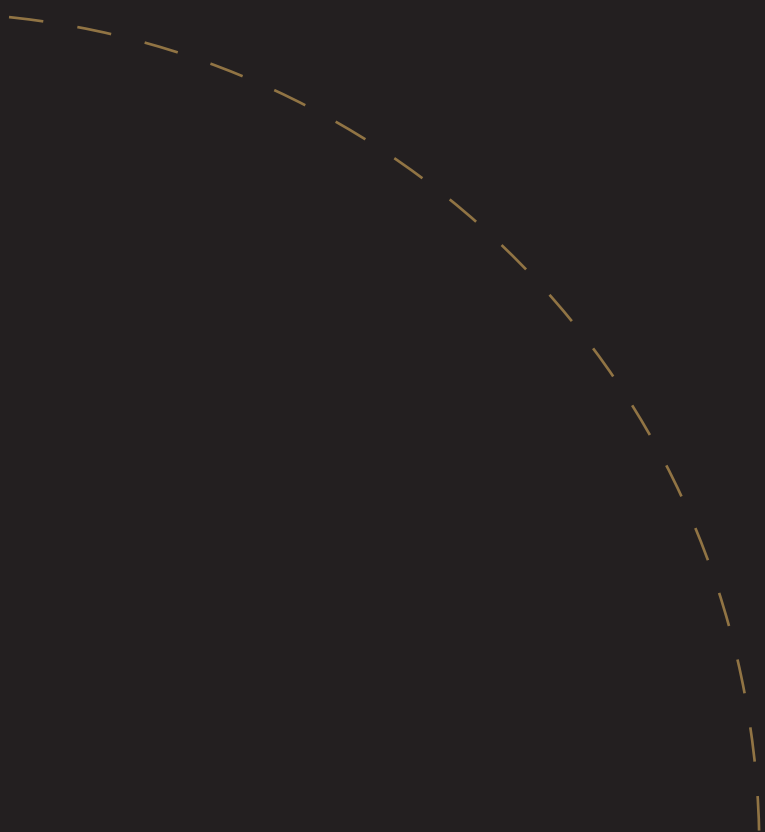
Gender equality and
social inclusion.

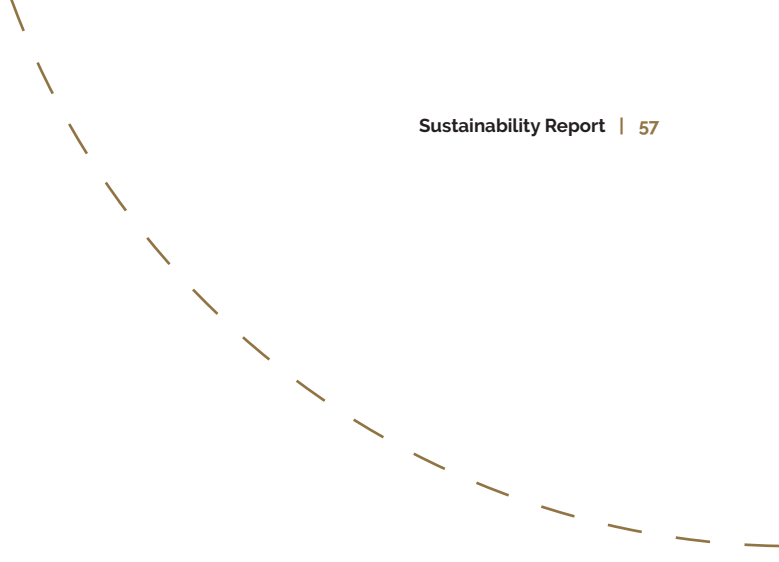
Cordeiro e Campos S.A. believes that this strategic roadmap will guide the organisation through the structural changes that will allow it to continue and sustain its business, addressing the major challenges of the Textiles and Clothing Sector (STV).

09

MATERI-
ALITY

MATERIAL



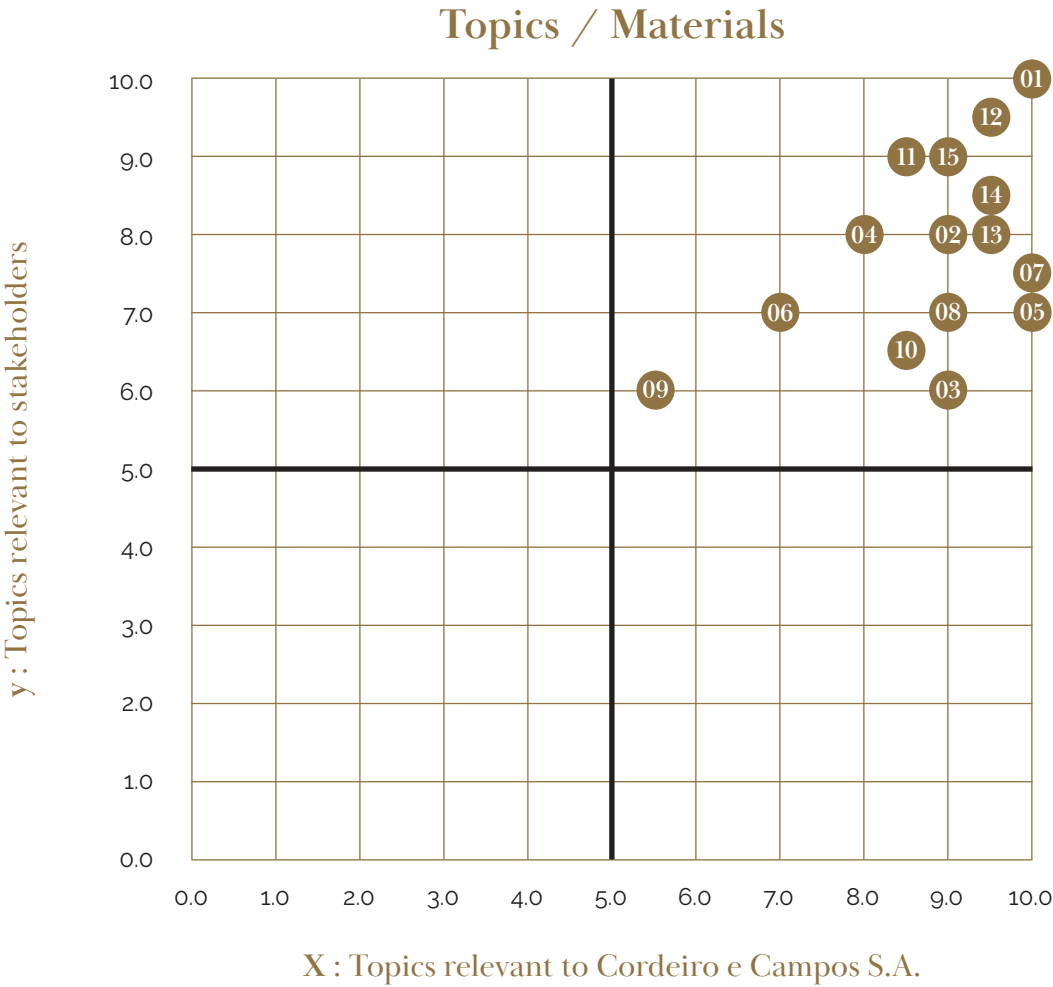


The analysis of the material themes related to ESG sustainability (environmental, social and governance) enables Cordeiro e Campos S.A. to identify and prioritise the most relevant themes for both the company and its key stakeholders.

The methodology applied was based on the evaluation of the most relevant ESG topics, including:

1. Key customers' sustainability strategies & commitments;
2. Fashion industry sustainability pact signed by major customers;
3. EU Strategy for Sustainable and Circular Textiles;
4. Supply chain commitments and alignment - suppliers and subcontractors;
5. Cordeiro e Campos S.A. employees input;
6. Regulatory & Industry Associations;
7. The (TCS) Textile and Clothing Sector published by CITEVE.

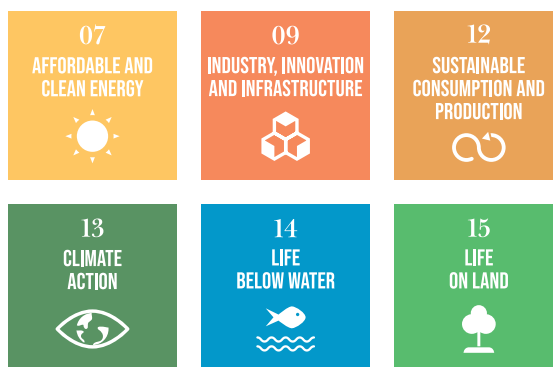
Topics / Materials		X	Y
01	Transparency & Traceability	10.0	10.0
02	Sustainable Products	9.0	8.0
03	Sustainable Packaging	9.0	6.0
04	Supply Chain Management	8.0	8.0
05	Process Efficiency	10.0	7.0
06	Circularity	7.0	7.0
07	Energy Efficiency	10.0	7.5
08	Greenhouse Gas (GHG) Emissions	9.0	7.0
09	Water Management	5.5	6.0
10	Waste Management	8.5	6.5
11	Chemical Management	8.5	9.0
12	Legal & Regulatory Compliance	9.5	9.5
13	Fair Working Conditions	9.5	8.0
14	Equality & Inclusion	9.5	8.5
15	Human Rights	9.0	9.0





10

ENVIRON-
MENTAL
COMMIT-
MENT



10.1 RESOURCES MANAGEMENT AND THE CIRCULAR ECONOMY

Resources management and the circular economy are key drivers of sustainability in the Textile and Clothing Industry (TCI), for maintaining competitiveness while addressing current global challenges.



Resources Management

Implementing technologies to reduce material and energy consumption, such as equipment and technologies that promote more efficient production processes with reduced environmental impact.

Energy efficiency – Adoption of new, more efficient technologies, such as photovoltaic panels in both industrial units, increasing the share of renewable energy sources.

Water usage – Despite low consumption levels, the company continues to adopt systems that optimise water consumption.

Sustainable raw materials – Prioritising the use of natural and recycled fibres, reducing reliance on synthetic materials derived from non-renewable sources such as oil.

Circular Economy

Promoting circular economy and eco-design initiatives, developing products with a full life-cycle perspective, ensuring easier recycling at end-of-life.

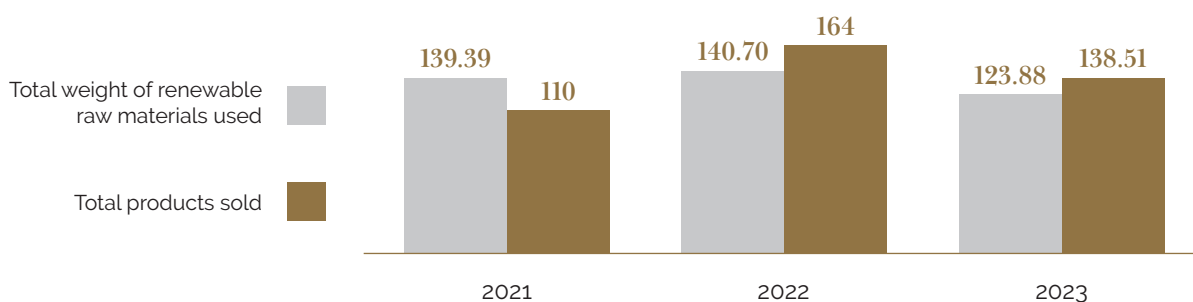
Implementing methodologies that promote waste reduction, such as the use of new algorithms for calculating consumption, reducing waste production, reducing environmental impact and increasing waste recovery, boosting upcycling.



10.2 SUSTAINABLE PRODUCTS AND MATERIALS

Cordeiro e Campos S.A. remains increasingly committed to sustainable practices to reduce its environmental impact, both in terms of the product development and packaging. As a result, the total weight (in tonnes) of raw materials from renewable sources over the total volume of products sold, has gained importance, as shown in the following graph.

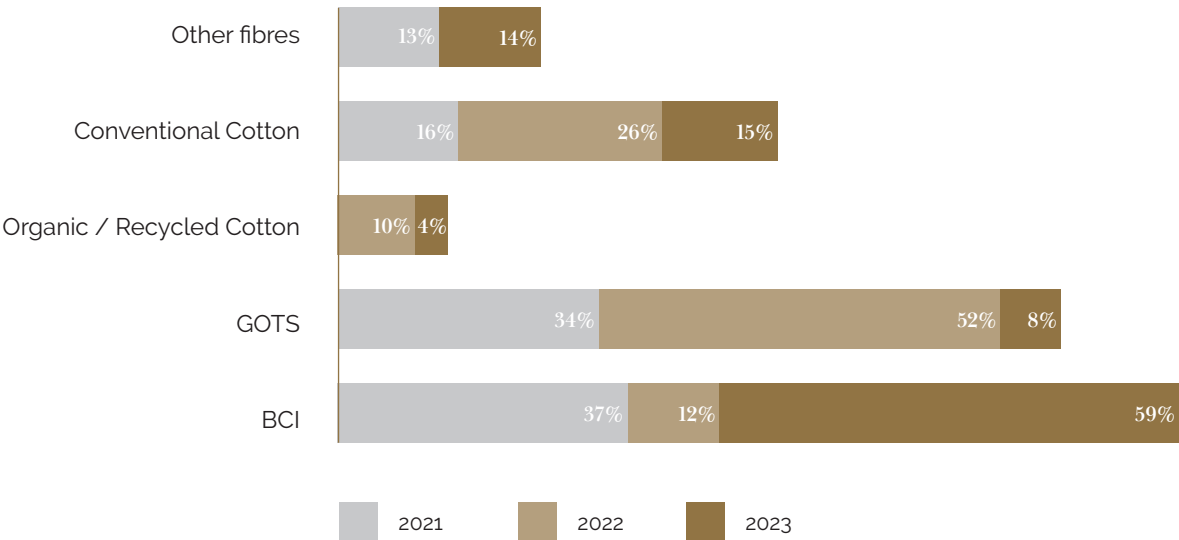
Total weight (tonnes) of raw materials from renewable sources / Total products sold



The type of raw materials procured by Cordeiro e Campos S.A. adheres to customer specifications. However, over time, the company has played an active role in offering its clients raw materials from renewable sources. The analysis of the graphs show that the consumption of raw materials from renewable sources increased from 86% in 2022 to 89% in 2023.

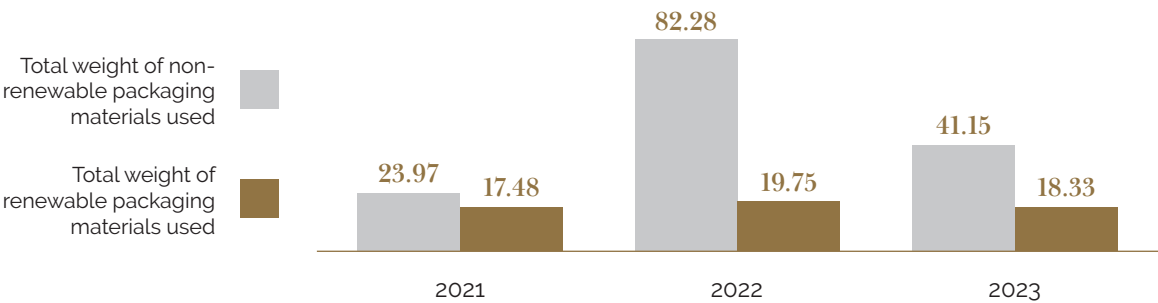
Considering our customers' sustainability strategies, this percentage is expected to increase further in the coming years. Overall, cotton remains the primary raw material used by Cordeiro e Campos S.A., as shown in the graph below.

Raw Material Purchases by Type (%)



Notably, the consumption of sustainable raw materials with GOTS and BCI certification has steadily increased, with BCI accounting for 59% in 2023. Conversely, the use of conventional cotton continues to follow a downward trend.

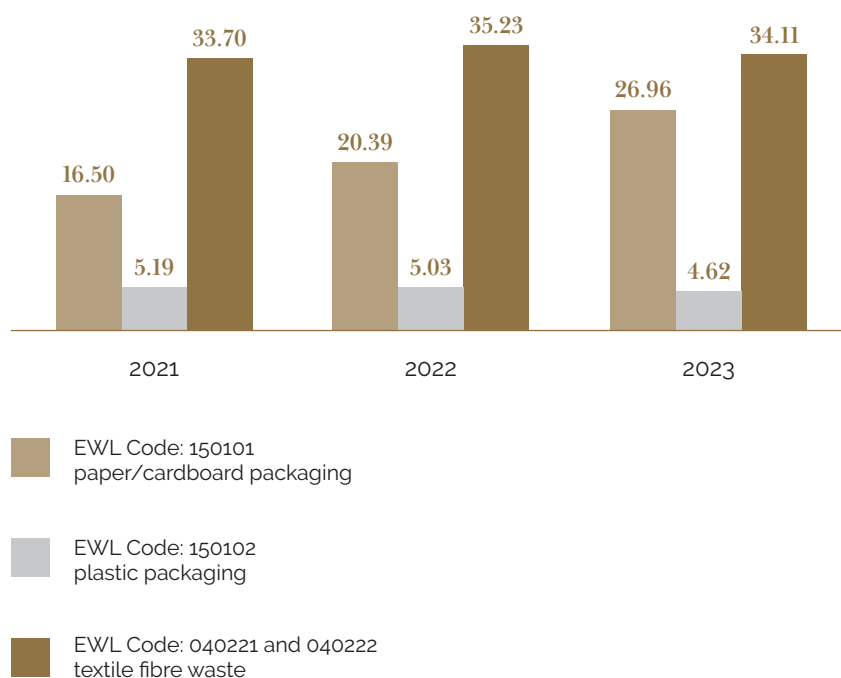
Total weight of renewable and non-renewable packaging materials (tonnes)



Another key achievement was the significant reduction in non-renewable packaging materials in 2023. This reduction was driven by sustainability policies implemented by both brand partners and Cordeiro e Campos S.A., which prioritised the elimination of plastic packaging in favour of alternative sustainable packaging solutions.

10.3 WASTE MANAGEMENT

Total waste generated by type (tonnes)

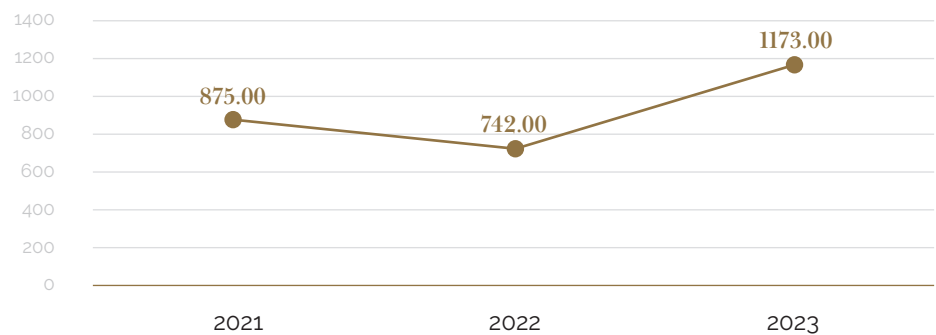


At the same time, textile waste generation decreased by 3.3% in 2023 compared to 2022. This reduction resulted from the implementation of Eco-Engineering best practices in the cutting process, supported by the integration of a more advanced algorithm in the automatic material cutting management system, leading to higher material utilisation.

It is important to note that all generated textile waste is recovered. In overall waste management, Cordeiro e Campos S.A. maintains a cost-benefit ratio of 36%.

10.4 WATER CONSUMPTION

Total water consumption (cubic meters)

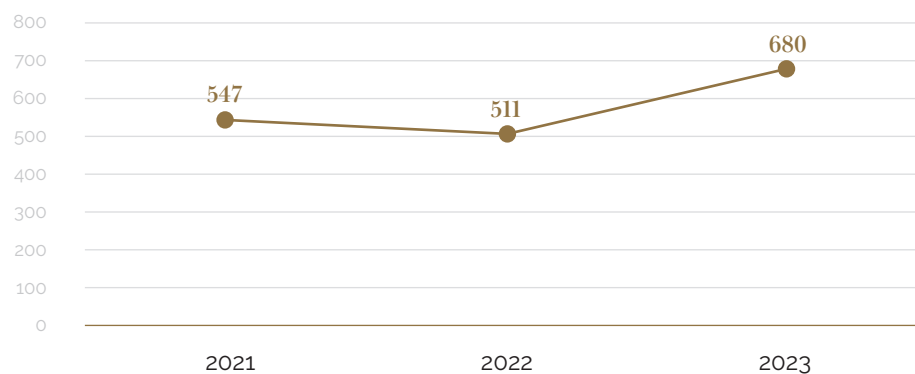


It can be seen that specific water consumption increased in 2023 compared to 2022. This rise is linked to higher production volumes, which do not always correlate with reduced water usage. However, given the nature of Cordeiro e Campos S.A.'s operations, water consumption remains low and non-significant in terms of environmental impact.

However, the company remains committed to continually reduce its consumption.

10.5 ENERGY EFFICIENCY

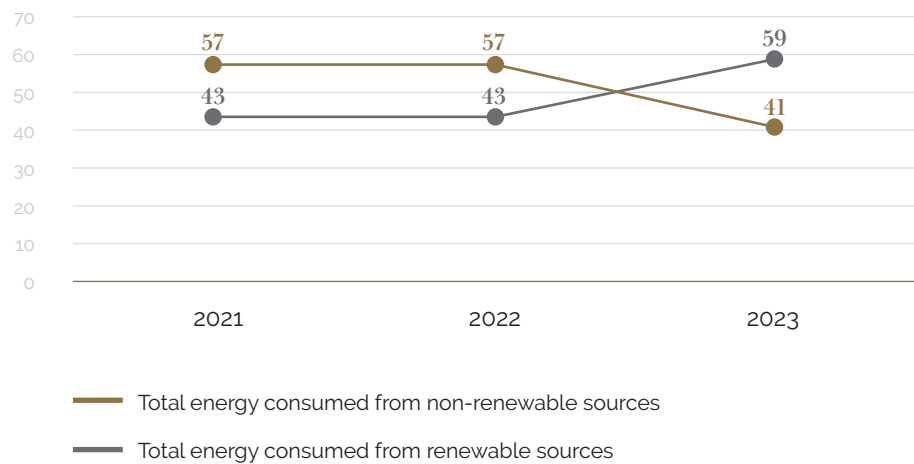
Total consumption of electricity from renewable and non-renewable sources (MWh)



Electricity consumption also increased in 2023, primarily due to changes in the types of fuels used in production processes.

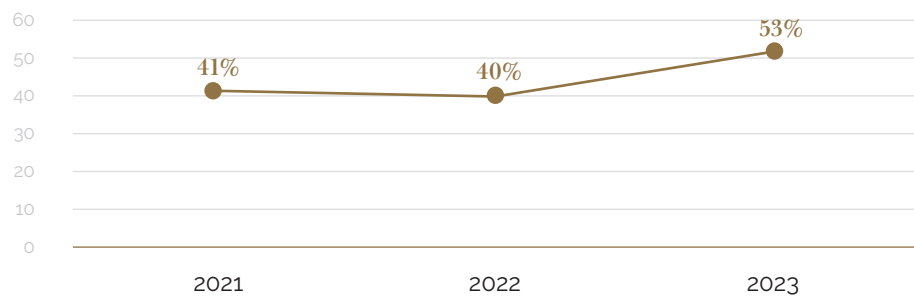
As part of its decarbonisation strategy, in 2023, Cordeiro e Campos S.A. invested in new electric boilers, eliminating all fuel-based energy sources, such as diesel boilers.

Energy consumed from renewable and non-renewable sources (%)



The total share of renewable energy consumption, both self-produced and purchased, increased to 59% in 2023, reversing the trend of non-renewable energy consumption, demonstrating a clear alignment with the company's strategy.

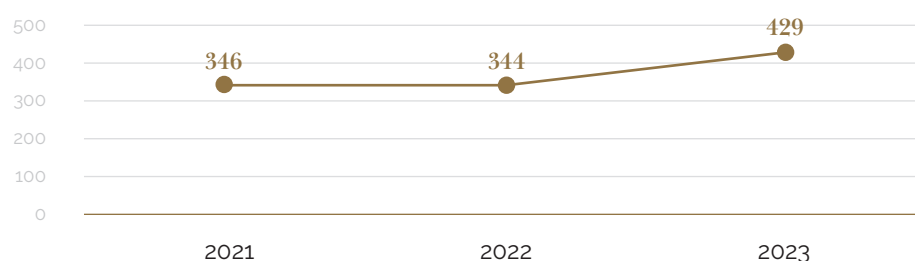
Self-Sufficiency in Renewable Energy (%)



As part of its decarbonisation strategy, Cordeiro e Campos S.A. continued to expand photovoltaic panel installation, doubling its renewable energy production capacity from 157 kWh to 343 kWh.

10.6 SCOPE 1 GHG EMISSIONS

Total GHG emissions (TonCO₂e)

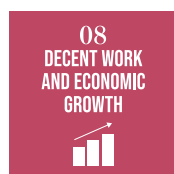


Greenhouse Gas (GHG) emissions increased in 2023, essentially due to the type of orders processed, which required smaller production batches. This led to constant logistics of movement across the supply chain, handled by Cordeiro e Campos S.A. fleet, which currently relies on fossil fuel-based transport.

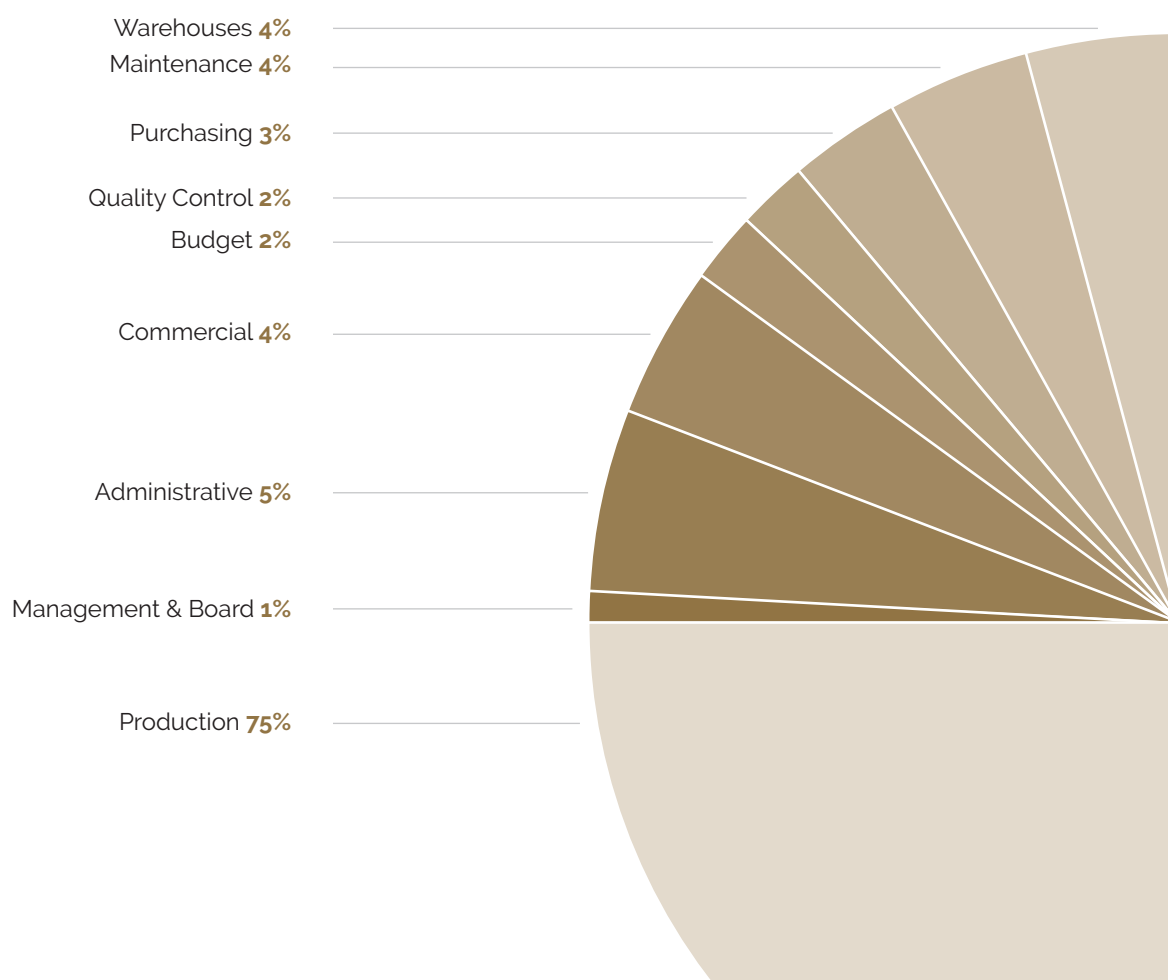
The company monitors market trends in order to make conscious and responsible decisions regarding the medium-term transition to a more sustainable fleet.

III

SOCIAL
COMMIT-
MENT



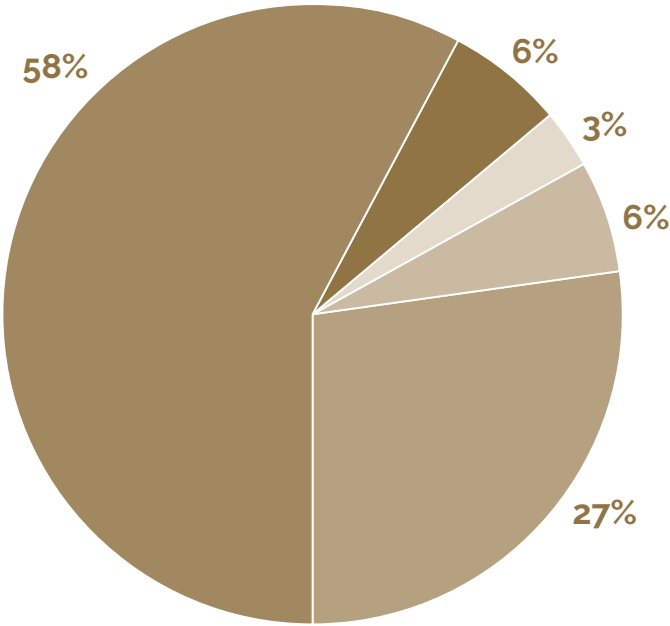
11.1 PERCENTAGE OF EMPLOYEES PER DEPARTMENT



11.2 EDUCATION BY GENDER

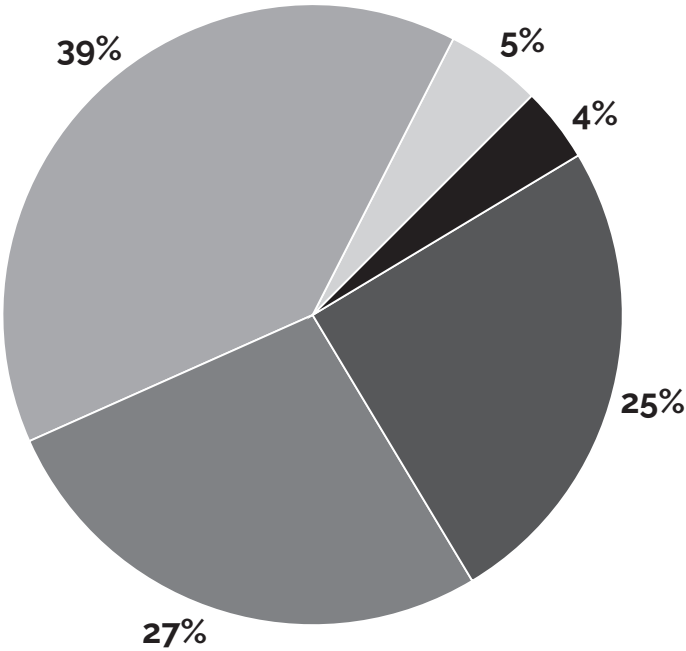
Male / Education

- Primary Education (year 1 to 4)
- Primary Education (years 5 and 6)
- Primary Education (year 7 to 9)
- Secondary and Technical Education
- Higher Education



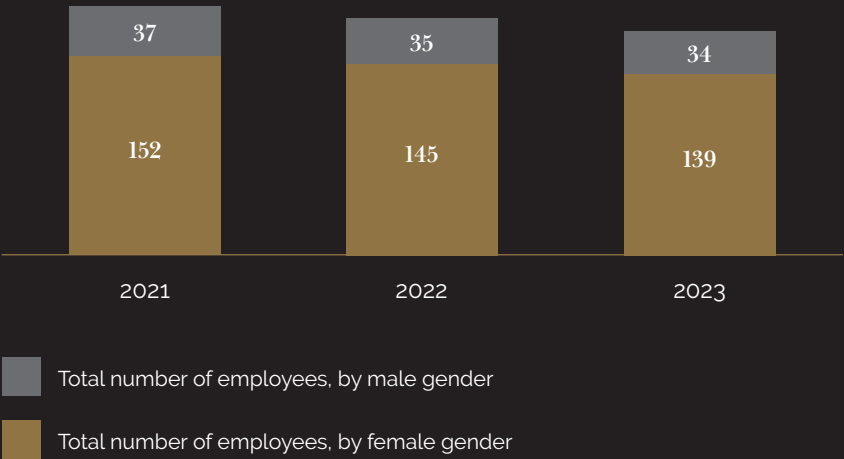
Female / Education

- Primary Education (year 1 to 4)
- Primary Education (years 5 and 6)
- Primary Education (year 7 to 9)
- Secondary and Technical Education
- Higher Education



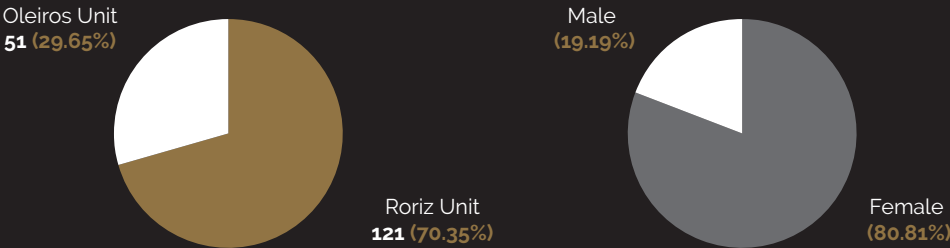
11.3 GENDER EQUALITY

Total employees by gender



Given the type of operations at Cordeiro e Campos S.A., which involve various production processes, sewing and finishing are the most significant areas, predominantly carried out by women.

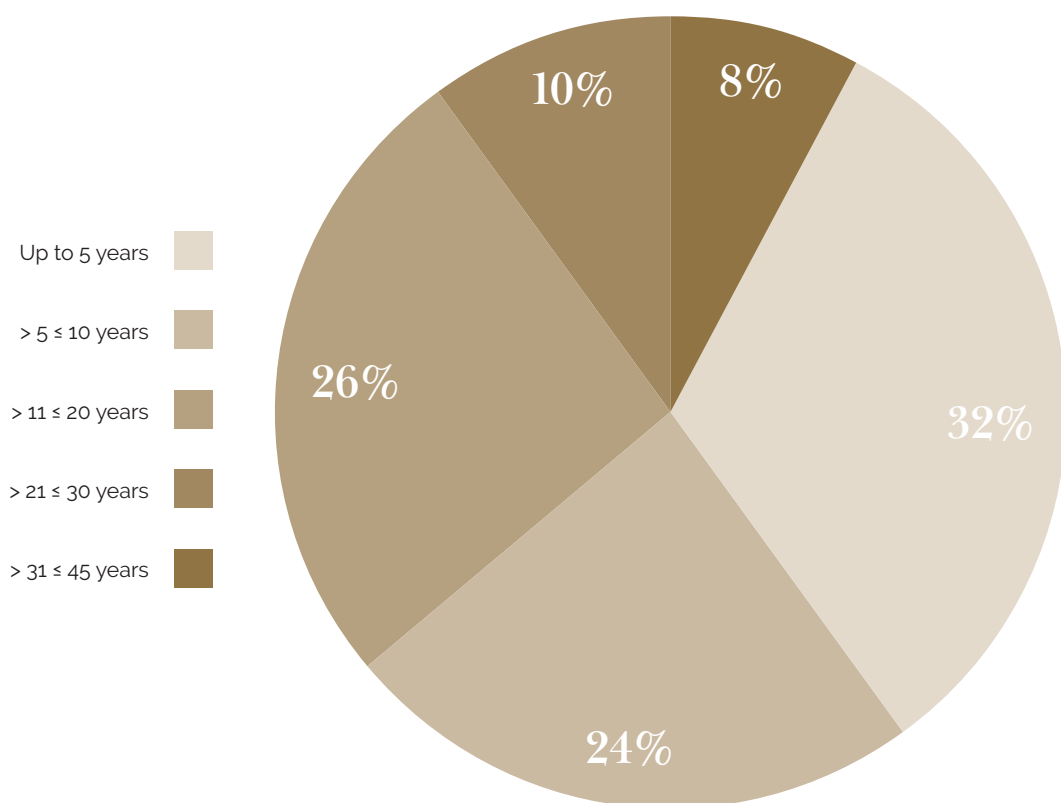
No. of employees



172 employees (139 female, 33 male)

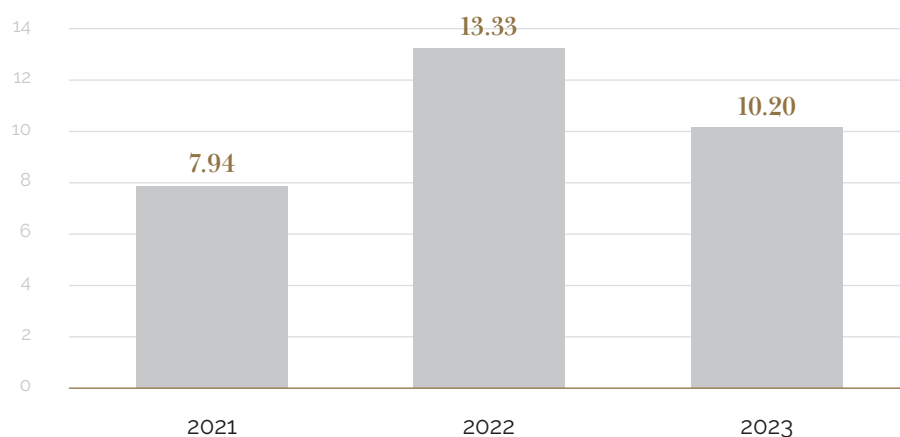
11.4 SENIORITY AND TURN- OVER RATE

Seniority



The average employee seniority at Cordeiro e Campos S.A. is 12 years. However, the company actively pursues a strategy of recruiting new talent and developing new skills in order to ensure an environment and operational capacity capable of meeting the evolving demands of the textile sector and customer expectations.

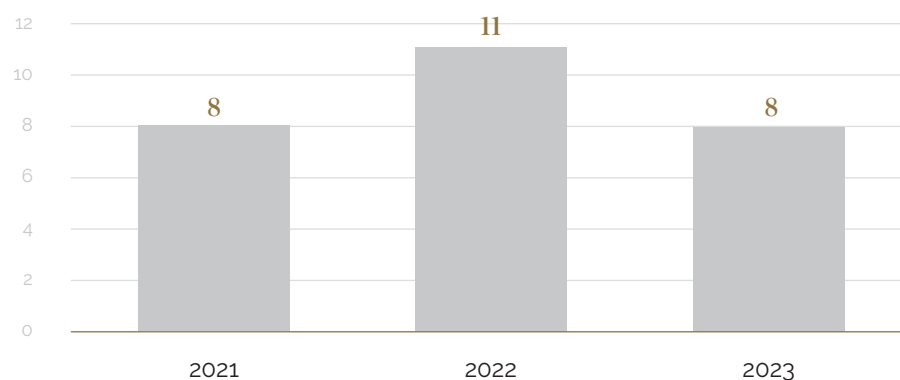
Turnover rate (%)



The employee turnover rate fell in 2023, highlighting the company's efforts to retain its workforce.

11.5 TRAINEES

Trainees hired (No.)

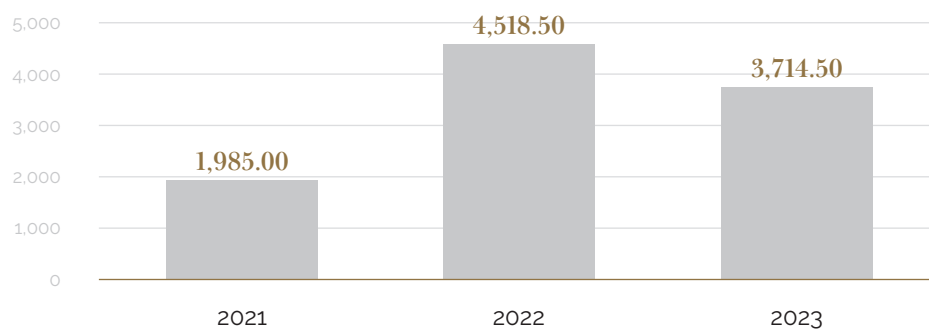


To attract new talent, Cordeiro e Campos S.A. has established protocols with the region's vocational schools (ETG and Profitecla), among others. A notable collaboration includes APACI (Association of Parents and Friends for Inclusion).

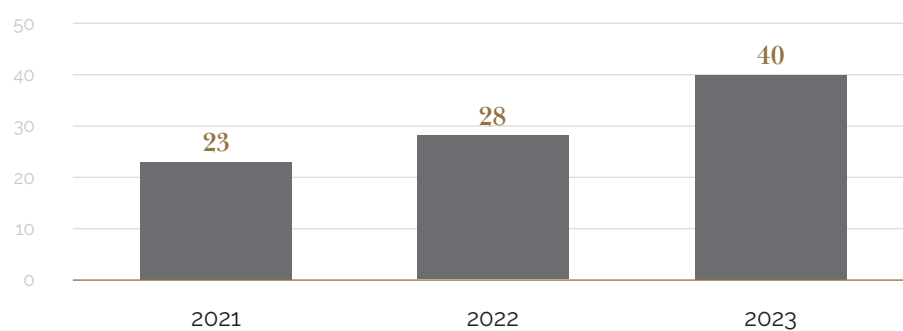
11.6 HUMAN EMPOWER- MENT

- ✓ At Cordeiro e Campos S.A., we combine ethical conduct and professional excellence with enthusiasm and initiative, fostering teamwork.
- ✓ We encourage continuous skills development and merit-based recognition.
- ✓ We firmly believe that maintaining a work-life balance is fundamental to long-term success.

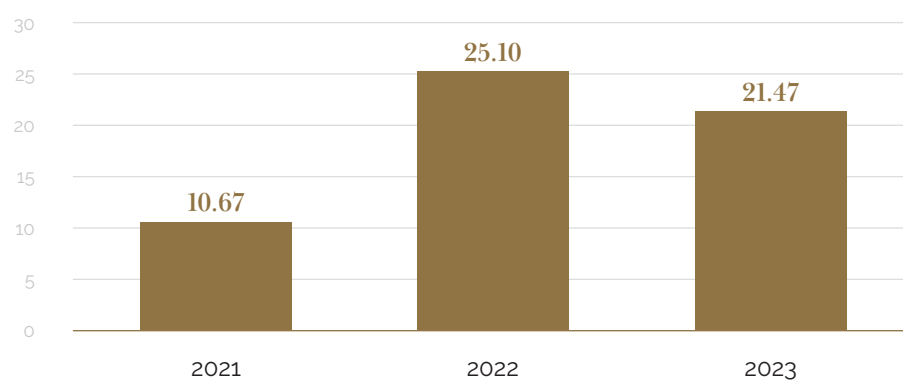
Training Hours Provided



No. of Training Actions

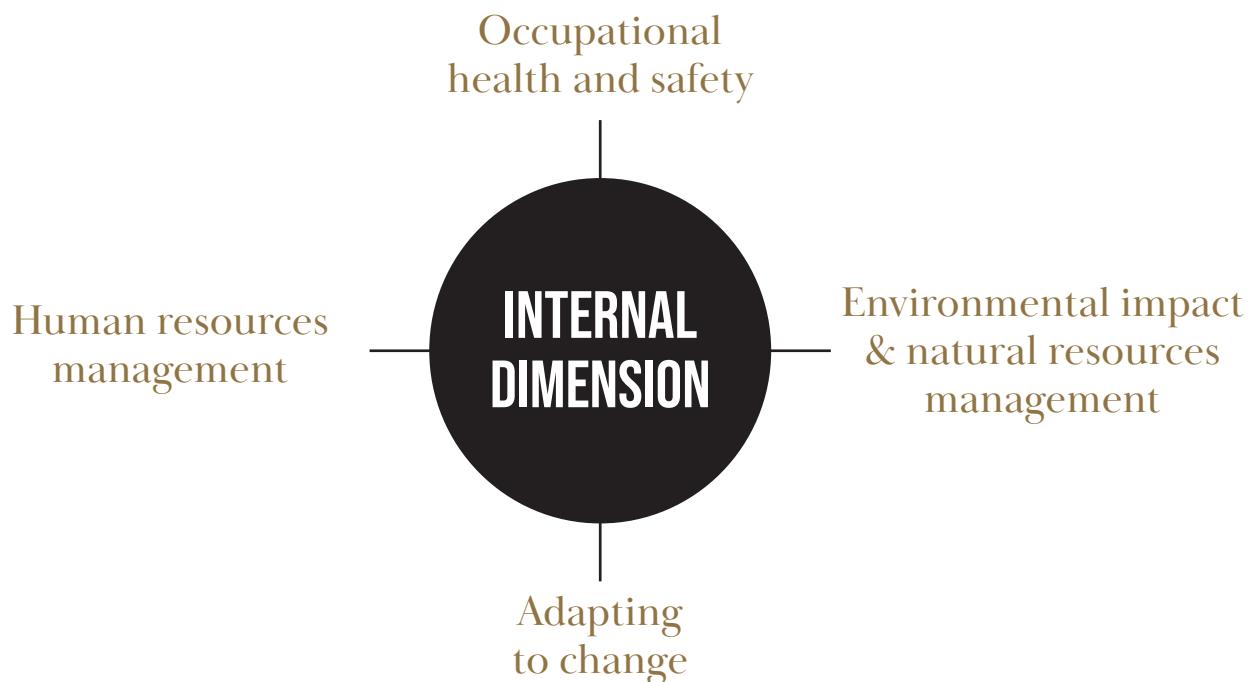


Training Per Capita



11.7 HUMAN RIGHTS

- A Cordeiro e Campos S.A. has a Code of Ethics and Conduct, which is shared with all employees, suppliers and subcontractors. At Cordeiro e Campos S.A., we combine ethical conduct and professional excellence with enthusiasm and initiative, fostering teamwork.
- We encourage continuous skills development and merit-based recognition.
- We firmly believe that maintaining a work-life balance is fundamental to long-term success.



Human resources management

Training Initiatives

Recognition measures

Code of Ethics & Conduct

Equal opportunities practices

Company anniversary

Company dinners

Family engagement activities

Curricular Internships

Adapting to change

Employee engagement in the company's policies, goals and organisation

Implementation of an Integrated Quality Management System – ISO 9001 & STeP by OEKO-TEX

Eco-label certifications:

GOTS/GRS/OCS/RCS

Communication mechanisms

Enhancing workforce skills for innovative processes

Resource optimisation & efficiency

Occupational health and safety

Preventive OHS culture

Occupational health and safety (contract with a qualified organisation)

OSH consultations/diagnosis and audits

Corrective measures for OSH improvements

Emergency drills

Consultation with employees

Assessments of noise levels, lighting, and thermal conditions

Regulatory reporting to authorities

Environmental impact & natural resources management

STeP by OEKO-TEX certification

Eco-label certifications:

GOTS/GRS/OCS/RCS

Resource optimisation & efficiency

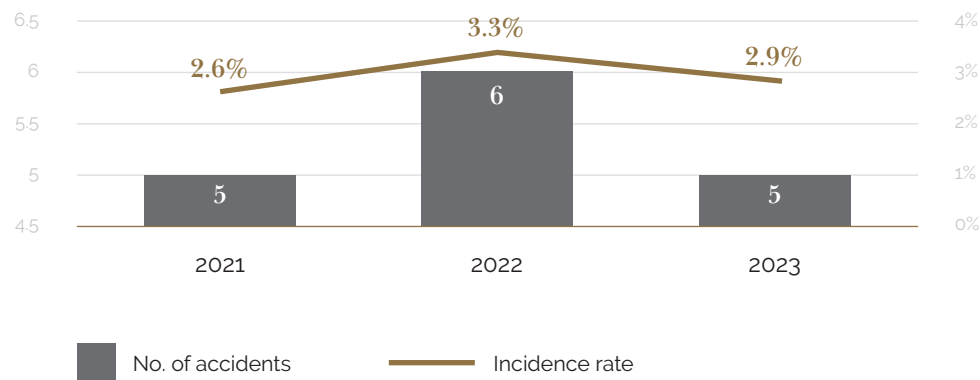
Waste reduction

Waste sorting

Alternative energy sources, photovoltaic panels

11.8 OCCUPATIONAL HEALTH AND SAFETY

Work-related injuries



Work-related injuries recorded were minor incidents, mostly on the worker's commute to work. The Occupational Health and Safety company remains actively engaged in awareness-raising/training initiatives to mitigate potential risks associated with Cordeiro e Campos S.A.'s activities.

11.9 SOCIAL MEASURES FOR EMPLOYEES

Cordeiro e Campos S.A. has a programme of social measures for its employees, fostering a strong sense of belonging, organisational climate and team-building through various initiatives:

CORPORATE PERSONAL ACCIDENT INSURANCE

– Non-occupational cover

PROFIT SHARING

MOTIVATIONAL OPEN DAY

ANNUAL PICNIC

(before Summer holidays)

ANNUAL CHRISTMAS DINNER

DIVER LANHOSO

Cordeiro e Campos' 40th Anniversary

MAGUSTO

(a popular event to celebrate the chestnut)





11.10 INVOLVEMENT WITH THE COMMUNITY

Promoting sustainable development with the surrounding community enables the company to positively contribute to society, with initiatives aimed at supporting local causes and promoting social welfare. This way, by supporting the local community, Cordeiro e Campos S.A. is helping to stimulate local economic development and job creation, and supporting investment in local infrastructure.

In this context, Cordeiro e Campos S.A. highlights the following initiatives:

Sponsorship and volunteering in the community;

Employees voluntary engagement in the community projects;

Opportunities for internships;

Local hiring;

Open day with Lusófona University;

Internship programmes with vocational schools: Profitecla / ETG - Escola de Tecnologia e Gestão (School of Technology and Management) / ACIB - Associação Comercial e Industrial de Barcelos (Barcelos Commercial and Industrial Association);

Welcoming social institutions for traditional festivities (New Year's carols and "Reis";

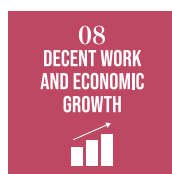
Donations:

- APACI – (Association of Parents and Friends for Inclusion)
- ACRA – (Social, Cultural and Recreational Association of Alheira)
- Vila Verde Fire Brigade
- Barcelinhos Fire Brigade
- Fire-fighting truck Donation
- Barcelos Volunteer Fire Brigade
- Local Festivals and Pilgrimages
- Amigos da Montanha (NPO) - benefactor
- Associação Nacional AVC (National Stroke Association) (2017) - articulated beds, mattresses, wheelchairs
- Zulmira Martins Centre (Old people's home)
- Cantinho da Abadia (IPSS for Children)
- APAC – (Children Parents and Friends Association)



12

COMMIT-
MENT TO
GOVERN-
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12.1 BUSINESS ETHICS AND INTEGRITY

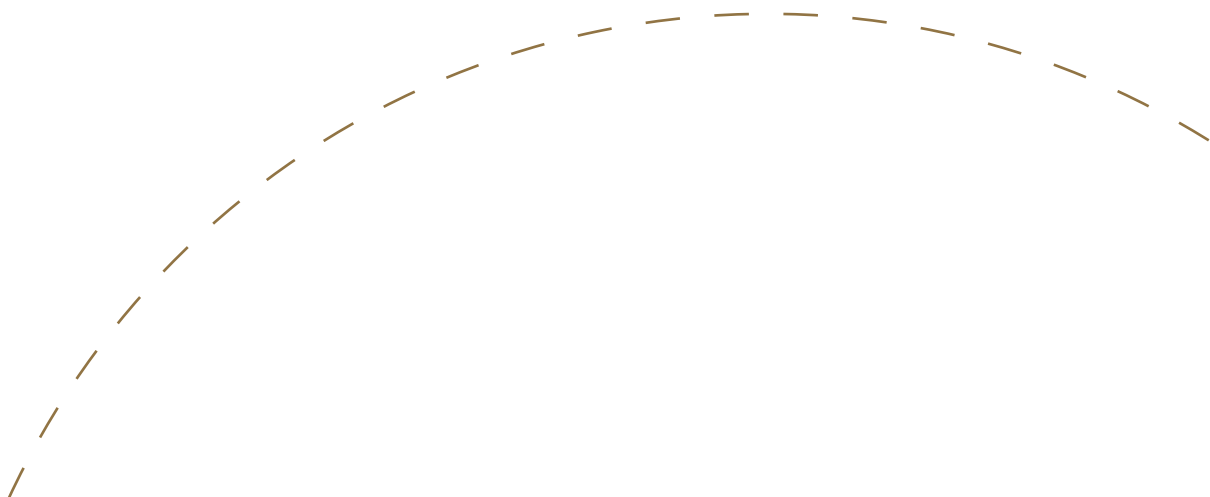
Ethical commitment is the guiding principle behind Cordeiro e Campos S.A.'s decision-making processes and business operations. This commitment is reflected through business integrity and ethics, transparency in all corporate practices and respect for human rights across the value chain. To do this:

- ✓ We have a clear Code of Ethics & Conduct outlining moral conduct and honest and transparent behaviour standards across all business operations.
- ✓ We fulfil our commitments to our shareholders.
- ✓ We lead through strategic foresight and execution.
- ✓ We demand excellence in everything that we do.

12.2 CUSTOMER MANAGEMENT

Through its Management System, Cordeiro e Campos S.A. ensures the quality and safety of its products for both customers and consumers. All products ensure legal and regulatory compliance of all requirements applicable to them. Safe and high-quality products are a key pillar of a healthy economy and consumer trust.

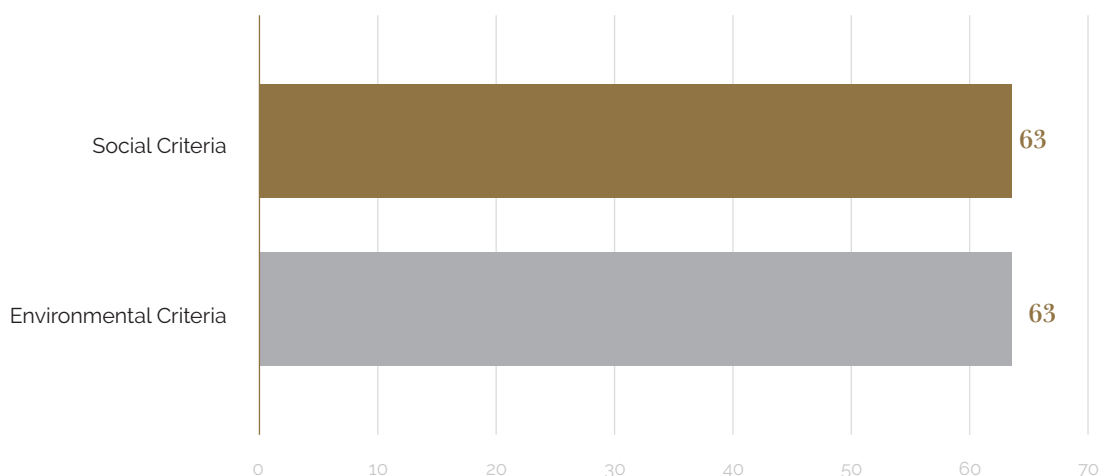
- ✓ We put ourselves in our customer's shoes every time we make a decision.
- ✓ We actively listen to customer needs and provide simple, transparent responses.
- ✓ We aim to exceed customer expectations by anticipating their future needs.
- ✓ We regularly assess customer satisfaction levels.



12.3 SUPPLY CHAIN MANAGEMENT

Supply chain management plays a critical role in a company's operations and success, influencing both efficiency and customer satisfaction. A well-managed supply chain is fundamental for long-term competitiveness and success.

% of suppliers selected based on sustainability criteria – 2023



Cordeiro e Campos S.A. is fully committed to respecting human rights and the main labour & environmental protection standards. We share with our partners and clients the common goal of compliance with the highest social, ethical and environmental standards, as established by our Code of Ethics & Conduct.

At the same time, given the critical nature of certain suppliers and products, audits are carried out both by Cordeiro e Campos S.A. and by its customers.

12.4 RISK MANAGEMENT

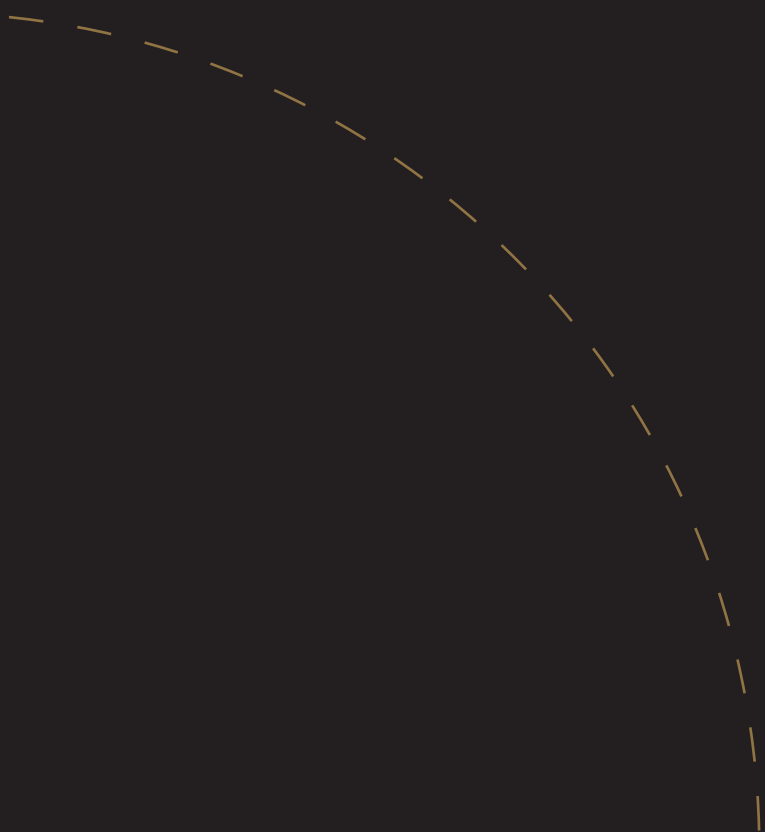
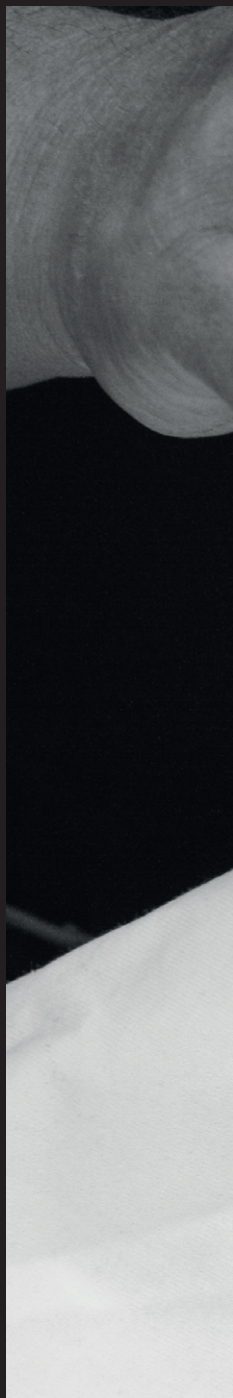
Cordeiro e Campos S.A. applies a risk assessment methodology based on the different processes of its Quality and Sustainability Management System. This risk management involves identifying, assessing and mitigating risks that could affect operations, product quality and the company's reputation. Identifying and assessing risks is a critical process, covering factors involving the supply chain, legal and regulatory requirements, market fluctuations, among others. This proactive approach allows the company to anticipate potential challenges and to develop effective contingency plans based on the risk detected.

This assessment is monitored regularly, both in management system review meetings and in auditing processes.



13

CON-
CLUDING
REMARKS



The worsening of climate change, the environmental footprint of the textile industry, EU sustainability strategies, regulatory frameworks, and customer commitments have accelerated the transformation and adaptation of textile companies. In response, Cordeiro e Campos S.A. remains fully committed to its sustainability strategy implementing more sustainable eco-design and eco-engineering practices in terms of preserving natural resources, minimising its environmental footprint and advancing towards decarbonisation.

Reporting and monitoring, particularly in relation to material themes, are a top priority and Cordeiro e Campos S.A. is therefore committed to continuously improving the KPIs outlined in this report.









www.cordeirocampos.pt