



CODE OF ETHICS & CONDUCT

Employees

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SAMPAIO

TEXTILE COMPANY



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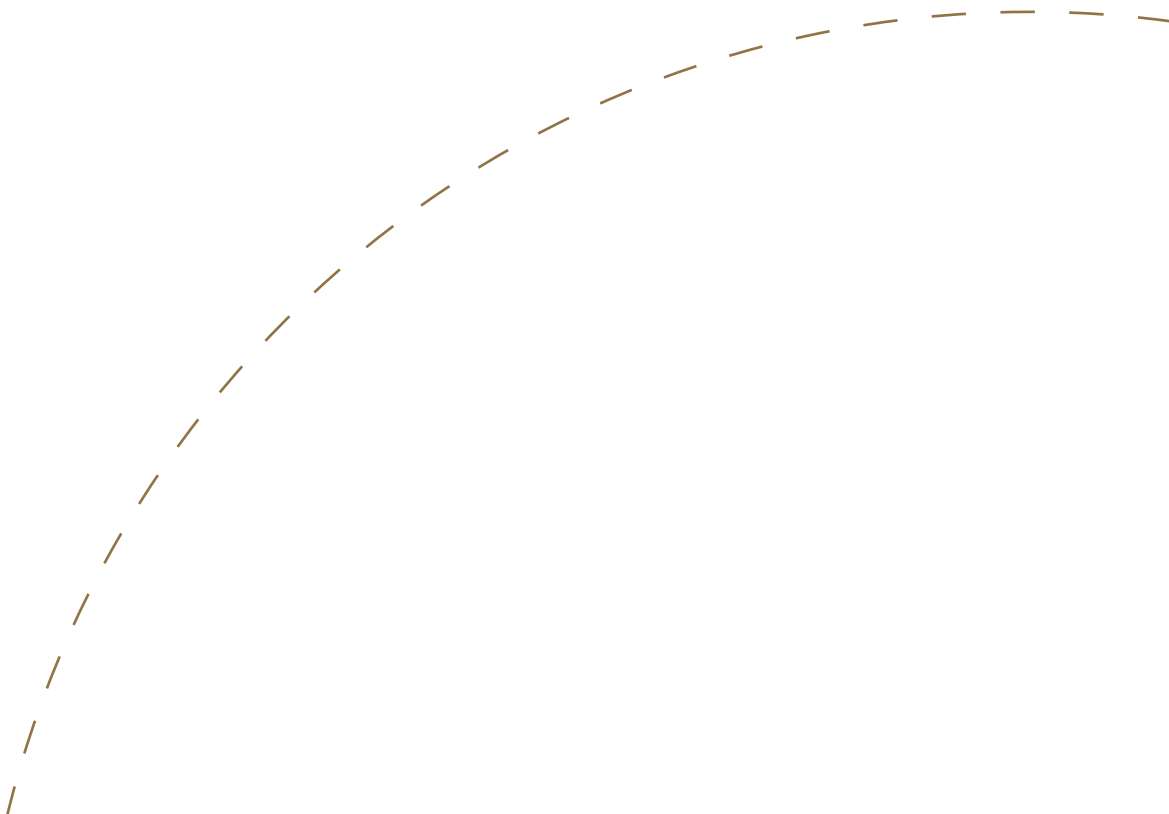


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OBJECTIVES OF THE CODE OF ETHICS AND CONDUCT

This Code of Ethics and Conduct aims primarily to communicate, in a clear and unequivocal manner, Cordeiro e Campos, S.A.'s commitment to the promotion and protection of human rights, sustainable development, and the strict observance of the principles and values that guide its conduct as a responsible business entity.

This document establishes a set of guiding principles and standards of conduct of an ethical and professional nature, which form the basis of the organisation's day-to-day practices. These guidelines apply transversally to the relationships maintained with employees, as well as with all stakeholders, including suppliers, subcontractors, clients, regulatory authorities, among others.





we create fashion

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CORDEIRO E CAMPOS, S.A.

Cordeiro e Campos, S.A. is a public limited company, founded in 1982. It is a family-owned company dedicated to the design, development and production of outerwear.

Cordeiro e Campos, S.A. works with major global brands in premium market segments, meeting high-quality standards and delivering products with high added value. The company places a strong emphasis on the continuous development of innovative processes and techniques, supported by advanced technologies, qualified human resources, a well-structured production system and a well-aligned supply chain, enabling it to compete effectively in the global market.



RORIZ INDUSTRIAL UNIT - HEAD OFFICE

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



OLEIROS INDUSTRIAL UNIT

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

Our Commitments to Sustainability

Aware of the importance of certifications for our clients and other stakeholders, and committed to the principles of quality, innovation and sustainability, Cordeiro e Campos, S.A. is certified in accordance with several standards that are highly valued throughout its value chain, both at organisational level and in relation to eco-labels awarded to sustainable products.

03

MISSION

We deliver what we promise. We provide a high level of service by drawing on technical solutions and innovative technologies, the competence of our employees and strong partnerships throughout the value chain, while reconciling economic growth with sustainable development, with a view to creating value for all stakeholders.

04

VISION

To be recognised as an important partner in the fashion industry, distinguished by our competence, differentiation and proximity.

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PRINCIPLES AND VALUES

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



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HUMAN RIGHTS

We are committed to the values enshrined in the United Nations Universal Declaration of Human Rights and to the fundamental principles and rights established by the International Labour Organization (ILO), as well as to the European Pillar of Social Rights. We conduct our activities with social responsibility, ethics, integrity and profound respect for human rights, promoting the dignity, equity and well-being of all individuals with whom we engage.

6.1 EQUALITY AND NON-DISCRIMINATION

All individuals are treated with equality and non-discrimination throughout the different stages of their employment relationship with the company, including recruitment, remuneration, access to training, promotion, compensation, termination of employment or retirement. Equal social dignity is always ensured, and no individual shall be privileged, favoured, disadvantaged, deprived of any right or exempt from any duty on the basis of, in particular, family responsibilities, sex, ancestry, disability, age, race or ethnic origin, marital status, pregnancy, language, nationality, religion or belief, political or ideological convictions, trade union or associative membership, education, economic, social or family situation, sexual orientation, gender identity, health status or any other discriminatory ground.

6.2 CHILD LABOUR

The employment of individuals under the age of 18 is expressly prohibited, and this criterion is strictly applied in all recruitment and selection processes. This guideline aims to ensure respect for the rights of children and adolescents, promoting their protection, development and well-being.

This policy is mandatory for all employees, suppliers, service providers and other business partners, who must ensure that their practices are in compliance with this principle. Failure to comply may result in contractual sanctions and/or the termination of the business relationship.

6.3 FORCED LABOUR

We neither use nor tolerate any form of forced labour, including work performed under threat or any form of coercion. We do not tolerate any form of violence, whether physical threats, psychological pressure, punishment or any other practice associated with slavery, prison labour or human trafficking. Individuals are free from any form of pressure, including the retention of identity documents, wages or any other property, for the purpose of forcing them to continue working for the organisation. Individuals are free to leave their employment subject to the notice period prescribed by law.

This policy is mandatory for all employees, suppliers, service providers and other business partners. Any violation may result in contractual sanctions, legal liability and the immediate termination of the business relationship.

6.4 HEALTH, SAFETY AND WELL-BEING

We are committed to providing a safe, healthy working environment that promotes the physical, mental and social well-being of all our employees, in accordance with international principles and applicable occupational health and safety legislation.

We promote a culture of risk prevention by adopting measures aimed at eliminating hazards, reducing accidents and protecting the integrity of all those involved in our operations. We encourage the active participation of employees in identifying risks and in building a safer and healthier working environment. All employees of the company must be free from the influence of any substance, including drugs and alcohol, that may impair their concentration, alertness or behaviour.

We recognise the importance of overall well-being and promote a healthy balance between personal, family and professional life, respect for individual limits and support for mental health.

6.5 FREEDOM OF ASSOCIATION AND THE RIGHT TO COLLECTIVE BARGAINING

We fully respect and support the right to freedom of association and to collective bargaining. All employees have the right to establish, join or participate in trade unions or other representative organisations of their choice, without suffering any form of retaliation, discrimination or adverse consequences.

We recognise the right to collective bargaining as a legitimate instrument for social dialogue and for the establishment of fair, transparent and balanced labour relations. We are committed to maintaining an environment of mutual respect, free from any form of retaliation, discrimination or negative consequences.

6.6 DISCIPLINARY PRACTICES

All individuals are treated with respect and dignity. Under no circumstances are physical abuse, verbal insults, threats of violence or any other forms of intimidation or abuse of power permitted. We ensure the right to a fair defence before any disciplinary measure is taken.

6.7 PREVENTION OF WORKPLACE HARASSMENT

We adopt a zero-tolerance approach to any form of harassment, whether moral, sexual, psychological or of any other nature. Any unwanted behaviour involving intimidation, with the purpose or effect of undermining an individual's dignity or creating a hostile or degrading environment, is strictly prohibited.

We are committed to maintaining a respectful, inclusive and safe working environment, in which all individuals are treated with dignity, equity and consideration.

6.8 REMUNERATION AND WORKING HOURS

We ensure that all employees receive fair, transparent remuneration that is commensurate with the functions performed, in compliance with statutory minimum wages, collective agreements and market practices. Remuneration is paid on a regular basis, without undue delays or unlawful deductions, and includes all legally required rights and benefits.

We ensure compliance with working time arrangements, including a standard working week of 40 hours and, where applicable, overtime hours, in accordance with the applicable Collective Labour Agreement (ANIVC/APIV). The Collective Labour Agreement defines the terms and conditions governing the employment relationship, including the rights and obligations of both employer and employee, as established by labour law. The employment contract is signed by both parties, evidencing their agreement to the contractual terms.

6.9 WORK-LIFE BALANCE

With the aim of promoting effective work-life balance practices, Cordeiro e Campos, S.A. invests in planning, training and the efficient organisation of work, making use of more efficient and innovative technologies and organisational methods. These measures are intended to provide a better balance between professional responsibilities and the family and/or personal needs of employees, contributing to a healthier, more productive and more sustainable working environment.

6.10 TRAINING AND DEVELOPMENT

We believe that encouraging individual interests and investing in the continuous personal and professional development of each individual is essential to achieving sustainable and excellent results. By promoting access to knowledge, training and skills development, we strengthen human potential and drive the collective growth of our organisation, creating a more collaborative working environment.



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RESPONSIBILITY

7.1 DUE DILIGENCE

Senior Management of Cordeiro e Campos, S.A. assumes full responsibility for the impacts of its decisions and activities on stakeholders, the economy and society. It operates in accordance with the principles of corporate responsibility throughout its entire value chain, responding transparently to shareholders, public authorities, regulatory bodies and other stakeholders with regard to compliance with the laws, regulations and standards applicable to its activities and products.

This commitment includes the implementation of policies and operational procedures, risk assessments, as well as mechanisms for the analysis of potential misconduct, whether internal or involving partners across the value chain, the adoption of effective corrective measures, and the implementation of preventive actions aimed at avoiding the recurrence of failures. Due Diligence is an integral part of an ethical, transparent and responsible organisational culture.

7.2 TRANSPARENCY AND GOVERNANCE

Senior Management of Cordeiro e Campos, S.A. acts with transparency in its policies, decisions and activities, ensuring that relevant information is communicated in a clear, accurate, objective and complete manner, within reasonable and necessary limits.

Information is made available in a timely manner through appropriate and accessible channels, ensuring that all stakeholders who may be significantly affected are able to understand it and make informed decisions. This commitment reinforces trust, integrity, impartiality, honesty, confidentiality and full accountability for the requirements of all stakeholders.

7.3 CONFIDENTIALITY

All employees of Cordeiro e Campos, S.A. undertake to strictly comply with the duty of confidentiality in relation to all information generated, received or used in the course of the company's activities.

Confidentiality must be maintained both during the term of the professional relationship and after its termination. The same level of commitment is expected from all stakeholders, including service providers, consultants and other partners, ensuring the protection of information and the integrity of institutional relationships.

7.4 DATA PROTECTION

Cordeiro e Campos, S.A. ensures the protection of the personal data of employees and stakeholders, in compliance with the General Data Protection Regulation (GDPR). We have implemented robust compliance procedures that ensure the lawful, transparent and secure processing of information, supported by a technological infrastructure appropriate to the sensitivity of the data and to our processes.

Our commitment is reflected in the preservation of the confidentiality, integrity and availability of information, protecting data against unauthorised access, improper alteration and loss throughout the course of our activities.

7.5 FAIR BUSINESS CONDUCT AND ANTI-CORRUPTION

Cordeiro e Campos, S.A. bases its conduct on principles of ethics, integrity and fairness in its business relationships, committing to the active prevention of all forms of bribery, corruption, fraud and unfair practices, thereby safeguarding its reputation and integrity.

We adopt a zero-tolerance policy towards any conduct that compromises the transparency, equity or legality of our operations. This commitment applies across the entire organisation, including employees, suppliers, service providers and other business partners.

We believe that integrity is an essential foundation for building lasting relationships of trust and for preserving the sustainable reputation of our company.

7.6 BUSINESS ETHICS

Cordeiro e Campos, S.A. conducts its activities on the basis of solid ethical principles, grounding its conduct in the values of honesty, equity and integrity. These values reflect the company's commitment to ensuring mutual respect among employees, stakeholders and society as a whole. To this end, we use our influence to ensure that this Code of Conduct has a meaningful impact throughout our value chain.

As part of this commitment, the company establishes effective control mechanisms and provides accessible internal and external channels for complaints or reports related to inappropriate conduct. All submissions are handled with confidentiality, responsibility and impartiality, ensuring that any potential ethical breaches are duly investigated and addressed.

7.7 STAKEHOLDER DIALOGUE

Cordeiro e Campos, S.A. values and respects the interests of its stakeholders, recognising the importance of relationships based on open, transparent and constructive dialogue.

We promote active listening among employees, suppliers, customers, the community and other stakeholders, taking their views into account in decision-making processes and in the conduct of activities that may affect them.

We are also committed to contributing to the social development of the communities in which we operate, supporting initiatives that promote inclusion, social responsibility and collective well-being, thereby reinforcing our role in building a more just and sustainable society.

7.8 LEGAL, REGULATORY, POLICY AND CONVENTION REQUIREMENTS

Cordeiro e Campos, S.A. is committed to complying with all legislation, directives and regulations applicable to its activities, as well as public policies in the economic, labour, social and environmental fields, the applicable Collective Labour Agreement, and relevant normative frameworks relating to products, processes and the organisation.





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SUSTAINABILITY

Cordeiro e Campos, S.A., fully aware of the environmental impacts arising from its activities and processes, responsibly commits to promoting sustainable practices, guided by the responsible use of natural resources, environmental protection, the adoption of more efficient technologies, sustainable production and the promotion of the circular economy.

To fulfil this commitment, we adopt an integrated risk assessment approach, including environmental risks, supported by good practices and effective mitigation measures, with the aim of ensuring efficient environmental management and reducing impacts on the planet.

We implement and maintain certification under several standards that are highly valued throughout our value chain. This commitment extends across the entire value chain, encouraging suppliers, service providers and other stakeholders to align with the Sustainable Development Goals (SDGs).





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.

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MONITORING THE APPLICATION OF THIS CODE

Cordeiro e Campos, S.A. has appointed a team responsible for monitoring and overseeing the application of this Code of Ethics and Conduct. The main responsibilities of this team include:

- **Verifying compliance with the principles** set out in this Code;
- **Ensuring the proper functioning of internal and external communication mechanisms**, guaranteeing confidentiality and the absence of irregularities;
- **Supervising the handling of suggestions, complaints, claims or reports**, ensuring that no retaliation occurs against those who submit them;
- **Analysing and addressing non-conformities**, promoting the identification of root causes and the implementation of corrective actions;
- **Assessing compliance with the Code** and requesting and monitoring corrective or improvement measures whenever necessary.

Submission of Suggestions, Complaints or Reports

Internal Level:

Employees of Cordeiro e Campos, S.A. may submit suggestions, complaints or reports through the physical "Suggestions and Complaints" boxes available in the company's facilities, or via the electronic reporting form: <https://cordeirocampos.roboy.pt/reporting-channel>

External Level:

External parties may use the electronic reporting form available for this purpose: <https://cordeirocampos.roboy.pt/reporting-channel>



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