



Vitrohm Portuguesa

Version 1

Code of Conduct

I. SCOPE

Code of Conduct of Vitrohm as a supplier, defines the standards outlines to ensure that working conditions at Vitrohm are safe, that workers are treated with respect and dignity, that manufacturing processes are environmentally responsible, and that business is conducted in an ethical manner.

2. LEVEL OF STANDARDS

Vitrohm confirms that adheres to all applicable laws, rules and regulations and strives to exceed both international and industry best practices, both with regards to minimum or qualifying standards, namely:

- A. Labor** - Respecting the protection of internationally proclaimed human rights, Vitrohm is not complicit in human rights abuses, ensuring that do not exist in the company: *Forced Labor; Child Labor; Discrimination; Harassment, Harsh or Inhumane Treatment*, as well as ensuring a full compliance with: *Freedom of Association and Collective Defense of their rights; Respect for the max. working time; Regulations relating to wages and including those pertaining to minimum wages and overtime wages; A safe and healthy workplace.*
- B. Environment** - Ensure to have an effective environmental policy and comply with existing legislation and regulations regarding the protection of the environment, especially in what concerns:
Information about Hazardous Materials; Minimize waste and maximize recycling; Control air conditions and gas emissions; Optimizing the Energy consumption.
- C. Business Ethics** - As a provider, ensures the accession to the highest standard of ethical conduct, confirming the absence of :
Corruption; Conflict of Interest; Gifts and excessive Hospitality

VITROHM Portuguesa
General Management