





## Integrated Policy


TINTEX TEXTILES, SA, at its core and in line with its context and strategy has defined the following Quality, Innovation, Environment, Occupation Health and Safety, and Social Responsibility cornerstones:


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1. To promote the company's success for the benefit of its shareholders and, through its business and operations, to have a significant positive global impact on society and the environment as a whole.
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2. To satisfy its customers, their needs and expectations, adding value to their products and services by means of Quality, Innovation and Differentiation.
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3. To systematically develop new technical and technological solutions that foster the company's international positioning and recognition based on its innovation capability and commitment to Sustainability.
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4. To Enhance sustainable development by preventing environmental pollution and using resources rationally, seeking to reduce the environmental impacts caused by its activities and adopting the best practices and technologies available, whenever technically possible and economically viable.
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5. To establish and promote partnerships with all stakeholders that foster Innovation and sustainable development in its economic, social, and environmental dimensions.
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6. To comply with all legal, regulatory, and other requirements to which it voluntarily adheres as a result of its activity, including Environmental, Quality, Occupational Health and Safety and Social Responsibility obligations.
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7. To comply with the principles of the International Labour Organization (ILO), including with the Universal Declaration of Human Rights and applicable national laws.
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8. To commit that no production or linkages are allowed with companies and subcontractors that practice or are associated with child labor, forced or compulsory labor, exploitation or holding prisoners, facilitating non-compliance with safety rules, promoting discrimination, undisciplined practices and employees' overtime, harassment, abuse, or any form of illegal work.
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9. To provide the freedom to form unions and the right to collective bargaining.
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10. To observe the legal minimum wage, ensuring that the basic needs of all employees are met.
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11. To encourage an organizational culture that ensures the organization's values and commitments, based on the development of Human Assets, seeking to stimulate their creativity and individual initiative, and improving the company's performance, guaranteeing the appropriate skills for each role and the pursuit of the organization and each employee goals, increasing their level of satisfaction.
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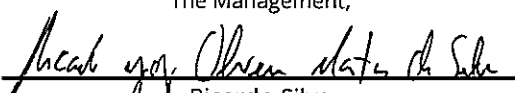
12. To ensure a safe and healthy work environment through the implementation of the best available techniques, monitoring and updating work procedures in order to minimize hazards and minimize risks for employees, service providers and stakeholders who may come into contact with company's infrastructures and equipments, ensuring the prevention of work-related injuries and health conditions;
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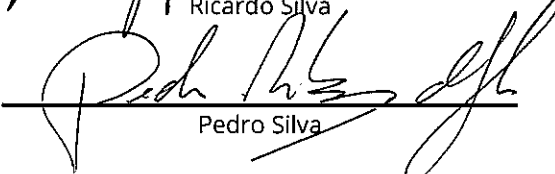
13. To seek the workers' participation and to consult them before deciding on any relevant aspect concerning the Occupational Health and Safety Management System.
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14. To develop and maintain the Integrated Management System, fostering continuous improvement to satisfy the various stakeholders. Cyclically evaluate the results obtained and, where appropriate, introduce corrective actions to improve the system's effectiveness.

Vila Nova de Cerveira, 16/01/2025

The Management,

  
Ricardo Silva

  
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