

# twintex

## Code of Ethics

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## CHAPTER I DEFINITION

### Article 1º

The Code of Ethics of Twintex – Indústria de Confecções Ltd. aims to establish the basic and general conditions to be adopted, in order to maintain their activities within the strict technical, moral and ethical standards recognized by local, national and international society. Twintex – Indústria de Confecções Lda fully agrees and practices with what is referred to in the Universal Declaration of Human Rights. Twintex is committed to complying with all the requirements of the SA8000 standard.

### Article 2º

This Code of Ethics directs the conduct of Twintex – Indústria de Confecções Lda, with society, customers, workers, governments and other companies.

## CHAPTER II MAIN PRINCIPLES

### Article 3º

Twintex – Indústria de Confecções Lda., due to its formation, has its principles and origins in the democratic regime, free enterprise and private enterprise and must defend and disseminate them, through its performance, positioning and statements of its directors.

### Article 4º

Twintex – Indústria de Confecções Lda. designs and manufactures products that fully meet all technical and safety requirements established by technical standards and/or legislation in force in the country and/or abroad.

### Article 5º

Twintex – Indústria de Confecções Lda. is fully aware of its relevant role in the economic, technical, scientific and social development of the country, as well as its duties towards society. In this context, the company will behave proactively towards the needs and expectations of the community in which it operates.

### Article 6º

Twintex – Indústria de Confecções Lda. fully respects the Portuguese Environmental Legislation and the Treaty on the Functioning of the European Union Art.11º. and 191st to 193rd. Committed to reducing pollution and protecting the environment and promoting sustainable development.

### Article 7º

Twintex – Indústria de Confecções Lda. maintains a transparent company-employee relationship, fully respecting the current legislation of the Ministry of Economy and Employment (member of the Portuguese State Government) and enacted in the

Constitution of the Portuguese Republic. Thus complying with safety standards with regard to the integrity of the workers' physical and mental health.

**Article 8º**

Twintex – Indústria de Confecções Lda. never deliberately performs any act that may cause harm or be adverse to the public interest, faithfully respecting the legislation of the Civil Code and the Portuguese General Tax legislation.

**Article 9º**

Twintex vehemently rejects any and all types of child labor. Respecting the guidelines of the International Labor Organization.

**Article 10º**

Twintex – Indústria de Confecções Lda. will use only original computer programs for the performance of its functions.

## CHAPTER III EMPLOYEES

**Article 11º**

All employees of Twintex – Indústria de Confecções Lda, know and must comply with the current rules of this Code of Ethics as well as the Welcome Manual. The eventual lack of knowledge of these, will not exempt the defaulting company from the infractions that may have been committed.

**Article 12º**

All employees of Twintex – Indústria de Confecções Lda. are prohibited from disclosing to other parties information defined as confidential by the company.

## CHAPTER IV BUSINESS RELATIONSHIP WITH SUPPLIERS

**Article 13º**

Suppliers must be considered an integral part of Twintex – Indústria de Confecções Lda. With this, the company only maintains commercial ties with suppliers that respect and comply with the fundamental principles defined in this code of ethics.

**Article 14º**

In negotiations, the best technical and price conditions for the products to be purchased must always be sought, with personal favors being denied to the negotiators in detriment to commercial advantages for Twintex – Indústria de Confecções Lda.

## CHAPTER V BUSINESS RELATIONSHIP WITH CLIENTS

### Article 15º

In attracting customers, Twintex – Indústria de Confeccões Lda. does not make false statements or unfeasible promises, nor does it exercise any form of persuasion that could discredit its activity.

### Article 16º

In contracts with customers, Twintex – Indústria de Confeccões Lda. establishes, in a clear and precise manner, the duties, obligations, responsibilities and rights of both parts of the business.

### Article 17º

In the commercialization of products, Twintex – Indústria de Confeccões Lda. seeks to obtain the benefit of the customer, offering better conditions of efficiency and strictly complying with pre-established contractual conditions.

### Article 18º

Twintex – Indústria de Confeccões Lda. never deliberately performs any act that may cause damage or harm to its customers.

### Article 19º

Twintex – Indústria de Confeccões Lda. does not seek to attract to itself or third parties, employees who work for its customers.

## CHAPTER VI RELATIONSHIP WITH BUSINESS COMPETITORS

### Article 20º

Twintex – Indústria de Confeccões Lda. never deliberately practices any act that may cause harm or constitute disloyalty to another company.

### Article 21º

When planning the acquisition of its products, Twintex – Indústria de Confeccões Lda. never makes discrediting references to its competitors in order to enhance their own work. But in the meantime, he is given the possibility of alerting the client to propositions that, in his opinion, are poorly formulated and that do not represent the client's true interests.

## CHAPTER VII MANAGEMENT

### Article 22º

The directors of Twintex – Indústria de Confeccões Lda. are responsible for the disclosure and faithful compliance by the company with this Code of Ethics.

**Article 23º**

In the admission, orientation and training of its workers, Twintex – Indústria de Confecções Lda. makes efforts so that all the ethical principles to which it imposes are complied with by everyone.

**CHAPTER VIII PRICES****Article 24º**

When proposing its products, Twintex – Indústria de Confecções Lda. presents the prices it deems fair, not offering conditions that are incompatible with those normally practiced to other customers.

**Article 25º**

It is lawful for Twintex – Indústria de Confecções Lda. to arouse the interest of future customers for its products, and such conduct must always be guided by the strictest ethics.

**CHAPTER IX ADVERTISING****Article 26º**

The offer of false or doubtful benefits and other less worthy forms of commercialization are neither admitted nor practiced by Twintex – Indústria de Confecções Lda.

**Article 27º**

Twintex – Indústria de Confecções Lda. undertakes to give wide dissemination of this Code of Ethics to everyone involved with the business.