



A Francisco Vaz da Costa Marques, Filhos & C.^a S.A. (FVCM) has, since its foundation, a constant concern with the well-being of all its employees

It subscribes to the Universal Declaration of Human Rights and implements its guidelines throughout the production chain, either directly in the production units or in the selection of suppliers and companies that subcontracts

HUMAN RIGHTS POLICY

A FVCM is committed to:

1. Treat your employees with respect;
2. Not employ people under the age of 16 years;
3. Do not work with suppliers that we are aware that they employ workers under 16 years of age;
4. Not allow or support the use of forced labour;
5. Adopt practices that lead to the prevention of pollution, work accidents and occupational diseases;
6. Not admit any type of harassment or abuse of any kind (physical, verbal, sexual or psychological) in the workplace;
7. Not to make any kind of discrimination based on race, social class, nationality, religion, disability, gender, sexual orientation, union membership, political affiliation or otherwise;
8. Strict compliance with legal, normative and regulatory requirements applicable to its activity;
9. Comply with the remunerations, as well as the benefits (production bonuses, attendance) defined in the employment contract established with the company;
10. Post the working hours and apply the regime of overtime / compensation hours in accordance with the legislation in force;
11. Ensure continuous improvement of its quality and environment management system;
12. Awareness and motivation of its Business Partners, so that they also act within the same standards of quality, safety and environment.

Faced with the challenges facing it, FVCM undertakes to respect, promote and enforce Human Rights with its stakeholders - employees, communities, suppliers, partners and customers - and to adopt measures to prevent its performance from originate, directly or indirectly, abuses or violations of internationally recognized Human Rights.

FVCM believes that companies should support their communities, working closely with social organizations. For this reason, FVCM makes donations to organizations such as CERCIGUI, Lions Club de Guimarães and Red Cross.

It is also a “partner company” of the international platform – D'Avó with Love, a project that aims to encourage active aging and provide clothing to children from various developing countries. Learn more at www.davowithlove.com.

FCVM has available on its websites a means of anonymous reporting of any knowledge or suspicion of practices that contravene our company values.