

We don't accept forced or compulsory labor

Mundotêxtil doesn't work with forced labor in the manufacture of its products.

Freedom of association

Mundotêxtil has an open mind towards the activities of trade unions and their organizational activities. Workers' representatives won't be discriminated and they will have access to carry out their representative functions in the workplace.

Safe and healthy working place

Mundotêxtil complies with the occupational health and safety requirements set out in the legal provisions and collective labor regulation instruments. The employee receives adequate training in field of health and safety at work, according to his job and the development of his activities.

We don't accept child labor

Mundotêxtil only accepts for work, the minor who has completed the minimum age for admission, has completed compulsory education and has adequate physical and psychological skills for the job. The minimum age for admission to work is 16 years old.

Payment of working hours

The monthly wages are paid until the second working day of the following month to which it relates.

Reasonable working hours and overtime

Mundotêxtil doesn't require a weekly workday that exceeds the limits of the Collective Labor Agreement (more than 40 weekly hours of work). Overtime will be compensated according to the Labor Code.

We don't accept discrimination

Mundotêxtil respects cultural differences and believes that people should be hired according to their abilities, not based on race, gender, personal characteristics or beliefs, and also encourages its business partners to eliminate discrimination in their workplaces. All employees, regardless of their gender, are entitled to the full development of their professional career, equal working conditions and equal remuneration, in particular.

Regularization in the employment contract

Mundotêxtil offers wages and benefits in accordance with the sectors' Collective Labor Agreement.

Fair disciplinary practices

Mundotêxtil doesn't apply physical or psychological punishments to its employees.

We don't accept abuse and harassment in the workplace

Mundotêxtil doesn't accept harassment and all kinds of abuse in the workplace (threats of physical abuse, punishment or unusual discipline, sexual harassment, and other types of harassment).

Complaints

Mundotêxtil respects the employees' opinions. If the employees have complaints/grievances and concerns, they should request a meeting, use the suggestion boxes that we have or send an email to sugestoes@mundotextil.pt.

Anti-harassment and anti-discriminatory recruitment

Mundotêxtil doesn't accept harassment and discrimination during the hiring process of new workers. Recruitment, retirement and other aspects of the employment relationship are based on the principle of equal opportunities, regardless of race, color, gender, religion, political opinion, pregnancy, nationality, trade union membership, etc.

Subcontracting of production to prison isn't allowed

Mundotêxtil don't subcontract any part of production to prison labor.

VIZELA, July 2019