

# Social Responsibility Policy

Without losing sight of the essential economic objectives to the success of Mundotêxtil, we are committed to the principles of sustainable management - to develop our activity, contributing to the economic and social progress of the community where we operate, considering our impact on the environment, and fostering stable relationships with our main stakeholders.

Based on this principle of sustainable management, we have defined our Social Responsibility Policy, whose main objectives are:

- Assuming social responsibility on behalf of employees, dignifying and valuing their work, regardless of the functions they perform;
- Contributing of responsibly way, near to the communities where we operate, in order to find the best ways of acting to improve their needs;
- Identifying the main local stakeholders and analysis of environmental, social and human development priorities in the place where we operate;
- Developing, planning and implementing concrete actions that bring added value to the surrounding community, always trying to involve our employees;
- Supporting projects, entities or initiatives of an environmental, social and cultural character that fall within the scope of these acting lines.

At Mundotêxtil , we believe that social responsibility begins with each of us, in our personal and professional lives, in our family. This was the guiding principle for the implementation of the #PARTOFUS program, in which the participation and involvement of the largest number of employees is decisive for the success of the program.

Such as the name shows, it is a brand that represents Mundotêxtil 's connection with each of its employees, with their families, with society in general and which encompasses a set of 4 pillars.

**IT'S PART OF US | GROW**

Programs that support and encourage the development of employees' children and young students.  
**Awareness Actions**

- Access to scholarships, merit and social grants for employees' children;
- Baby Check: Check of 50€/month during 12 months for new parents use it on child-care products at the pharmacy we have a partnership with.

**IT'S PART OF US | HELP**

Corporate volunteer programs.

**IT'S PART OF US | CELEBRATE**

To mark special moments and commemorative days.

- Birthday gift;
- Christmas gift;
- Celebration of thematic days with gift delivery.

**IT'S PART OF US | SUPPORT**

Provides support for employees and direct family members in social, health and well-being issues.

- Life insurance;
- Health insurance and possible inclusion of households (direct descendants - spouse /child);
- Partnerships and discounts in pharmacies, gyms, cinema, dental clinics, opticians, gas station, etc.;
- Internal access to specialist consultations, such as: nutrition, psychology, osteopathy, nursing, curative medicine (doctor) and legal support (lawyer);
- Annual, flu vaccine is offered to all employees who show interest.

**The Administration,**

**MUNDOTEXTIL - Industrias Têxteis, SA**

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*Aracil Vizeira*

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