

barata garcia

european high quality

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CODE OF ETHICS AND CONDUCT

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Message from Management

The creation of value and the development of a culture based on quality, rigour and customer orientation were, in the last decades, the main pillars of the business strategy of Barata Garcia, S.A.

We are not immune to all the constraints that have struck our markets in recent times, neither do we wish to deny the evidences, but mainly, we prefer to persist with the firm intention to not resign ourselves and to actively seek the reposition of our business structure, aligning it with the objectives defined in terms of the Strategic Plan.

Aware that the past successes only give us more responsibility, we also understand that organisational cohesion and solidarity are essential and decisive assets in asserting our business competitiveness.

This Code of Ethics and Conduct represents not only the statement and formalisation of an ethical model for management and for the promotion of values, based on the recognition and respect of people and their rights, but also, a statement of our commitment in recognising the “Human Dimension” - a strategic character for the Barata Garcia, S.A. group.

“A company made by people... and for people... this is our commitment!”

João de Brito Barata Garcia

Manager

Presentation of Barata Garcia, S.A.

In 1991, the first lines of an industrial project in textiles were drawn, focused on quality and versatility.

The association of these values with the speed of execution, a strong entrepreneurial spirit and a systematic reinforcement of the established partnerships, allows Barata Garcia, S.A. to offer, with professionalism, a diversified range of products associated in knitwear and fabrics clothing, namely: t-shirts, jackets, tank tops, dresses, trousers, sweatshirts, polo shirts, etc.

With a production capacity of 150.000 pieces/month in the manufacturing area, in collaboration with our partners, we are equally well-suited for the production of small series and for the integrated development of collections and samples according to the client's requirements.

The vast know-how, the versatility of the different departments and a network of partners in different activities, from knitting to finishing, allows us to offer a diversified range of products with quality, speed and exclusiveness.

More than deliver pieces... we strive to deliver "Value, Honesty and a Loyalty Commitment".

These are our values and the statement of our mission!



Main Objectives of the Code

At Barata Garcia, S.A. we understand that the strategic vision should clearly and firmly include our commitment to an ethical and socially responsible management.

This Code of Ethics and Conduct constitutes an integrative approach of the values and principles of the management system, of the business practices and attitudes by which Barata Garcia, S.A. is ruled, with special attention to the relationship and communication with all stakeholders, in an atmosphere of rigour and total transparency, in order to:

- Present Barata Garcia, S.A. as a company with social responsibility, complying with and enforcing the rules of good conduct of all partners, strengthening a socially responsible common culture.
- Promote trust relationships between the company and all its partners, as well as encourage the practice of the values assumed by Barata Garcia, S.A.
- Ensure that in every business relation the values assumed by Barata Garcia, S.A. are taken into account.
- Ensure full respect for people and their rights.
- Guarantee high health and safety standards at work.
- Minimise the environmental impact of the activities of Barata Garcia, S.A., integrating the environmental perspective in processes and the management system.

The Code of Ethics and Conduct is assumed as a reference in the internal work relations, leaving it up to each one of us to carry out our tasks and actions in a responsible manner. It is also assumed as a reference in the business relationships with partners of Barata Garcia, S.A. including clients, suppliers, subcontractors and other stakeholders.

This Code is an instrument of commitment towards a sustainable development, made **“by people... and for the people!”**

Social Responsibility Policy

Barata Garcia, S.A. believes and recognises that its performance in the market goes beyond the merely economic dimension. The company is concerned in identifying and managing talent, developing workforce skills that add value to the business, and asserting itself through an ethical and socially responsible conduct.



Our commitment of “Make more than just produce clothing” is transversal to the whole organisation and our principles extend to the multiple relations of institutionalised partnerships.

Therefore, Barata Garcia, S.A. assumes the commitment to comply with all SA 8000 regulatory requirements and the following principles of Social Responsibility:

CHILD LABOUR:

does not use nor admit the use of child labour, which means, underage employees. The term “underage employees” refers to a person who is less than 16 years old of age or younger than the age required to complete compulsory education.

FORCED OR COMPULSORY LABOUR:

does not use nor admit the use of forced or compulsory labour; either through physical imposition, threats or other forced methods, and does not make any kind of pressure or retention of identity documents.

HEALTH AND SAFETY:

promotes compliance with health and safety standards. Identifies, evaluates and treats situations of danger and risks that may put in question the health and safety of collaborators, assets and equipment, in order to assure to its employees a safe and healthy work environment.

FREEDOM OF ASSOCIATION AND RIGHT TO COLLECTIVE BARGAINING:

recognises and respects the right of the collaborators to freedom of association and representation, as well as the right to Collective Bargaining, according to their freely expressed will and without pressures.

NON-DISCRIMINATION:

ensures the integrity and dignity of collaborators in the workplace. Rejects any form or practice of discrimination in hiring, remuneration, access to training, promotion, contract termination or retirement. Hires its collaborators on the basis of individual competencies and not based on race, gender, age, nationality, social class, disability, sexual orientation, family responsibilities, marital status, political affiliation, religion, union membership or any other condition that may encourage discrimination.

DISCIPLINARY PRACTICES:

assures its collaborators respect and dignity, and disapproves any type of physical, sexual, psychological or verbal abuse or harassment.

WORKING HOURS:

ensures compliance with the working hours and the overtime compensation according to the applicable law.

REMUNERATION:

recognises that salary is essential to satisfy the basic needs of collaborators and ensures all the remunerations legally established.

LEGAL REQUIREMENTS:

complies with local, national and international laws and regulations applicable to its activity, including the International Labor Organization (ILO) and United Nations (UN) Conventions; the ILO Code of Practice on HIV/AIDS and the World of Work; the Universal Declaration of Human Rights; the UN Guiding Principles on Business and Human Rights; the International Covenants on Economic, Social, Cultural, Civil and Political Rights, respecting the international instruments referenced in the SA 8000 standard.

ENVIRONMENT:

promotes the adoption of the necessary measures for the protection of the environment and leads all its activities according to the legal requirements regarding environmental protection, promoting environmental management practices with its suppliers and subcontractors.

LOCAL COMMUNITY:

assumes the commitment to support initiatives of social, educational and environmental character, promoted internally or in partnership with external institutions, leading to a fairer society and promoting a close proximity with the local community.

Barata Garcia, S.A. reaffirms its dedication to the Social Responsibility Policy and assumes the commitment to regularly review its performance, defining strategies that ensure its full compliance, and evaluating and disseminating its performance in the area of Social Responsibility to the different stakeholders.

Practices and Principles Control

Barata Garcia, S.A. has a Social Performance Team, which ensures the compliance with the principles set out in this Code of Ethics and Conduct. However, whenever anomalies/non-conformities are detected, Barata Garcia, S.A. triggers a process of investigation and determination of the causes, along with corrective actions.

When anomalies/non-conformities involve suppliers and/or subcontractors, and there are corrective actions to be initiated by them, the Social Performance Team of Barata Garcia, S.A. monitors the implementation of such defined actions.

In the cases when the supplier or subcontractor does not implement the defined actions, the Social Performance Team of Barata Garcia, S.A. analyses the current contractual situation, and may terminate the contracts.

In the scope of Social Responsibility, whenever any interested party presents a suggestion, complaint, denunciation or SA 8000 non-compliance, the methodology described in the, internally disclosed, work instruction must be followed. External interested parties can do so through the website of Barata Garcia, S.A.



Duties of Suppliers and Subcontractors

Barata Garcia, S.A. informs its suppliers and subcontractors of the commitments made and the requirements to comply with, mentioned in this Code of Ethics and Conduct, namely:

- No use of child labour, which means, collaborators with less than 16 years old of age, or younger than the age required to complete compulsory education.
- No use of forced or compulsory labour.
- Have a safe and healthy workplace, complying with the standards and requirements in the area of health and safety, providing appropriate Personal Protection Equipment (PPE), fire-fighting and protection systems, first aids, signage and others, according to the current law and applicable to its activity.
- Provide its collaborators with freedom of association and the right to collective bargaining, without any kind of retaliation.
- No discrimination in contracts, remuneration, training, promotion and other activities related to human resources management.
- No use of disciplinary practices, treating all people with respect and dignity.
- Have regular and overtime working hours, according to the current law.
- Pay collaborators fair salaries, safeguarding the satisfaction of their basic needs.

The suppliers and/or subcontractors of Barata Garcia, S.A. must inform their collaborators of the commitments to social responsibility mentioned in this Code of Ethics and Conduct, ensuring their full compliance, as well as of the law in force applicable to their activity. They should also inform their collaborators of all the specifications of Barata Garcia, S.A.

The suppliers and/or subcontractors of Barata Garcia, S.A. must collaborate with the verification of the compliance with this Code of Ethics and Conduct through audits, allowing free access to internal and external audit teams, appointed by Barata Garcia, S.A. with previous notice, to their premises, from offices to production plants, to verify the degree of compliance with the requirements of SA 8000 standard.

If suppliers and/or subcontractors, outsource operations associated with the manufacture of Barata Garcia, S.A products, they shall immediately notify the company and ensure that their subcontractors comply with the minimum requirements defined in this Code of Ethics and Conduct.

The suppliers and/or subcontractors commit themselves to fully comply with the obligations resulting from this Code of Ethics and Conduct, assuming their commitment by signing the BG 028 form.

