

CODE OF CONDUCT FOR SUPPLIERS AND SUBCONTRACTORS

PRINCIPLES OF SOCIAL RESPONSIBILITY, ENVIRONMENT AND SAFETY FOR EXTERNAL ORGANISATIONS

THE COLLABORATING COMPANY/SERVICE PROVIDER DECLARES THAT:

EUROTAGAR, GRUAV and INTERGRUAS are companies united in their principles of integrity, labour ethics, honesty, and efficiency, constituting what we internally consider to be “GRUPO TAGAR” (hereinafter referred to as GRUPO TAGAR). It is, therefore, our requirement that our subcontractors and suppliers are able to meet these criteria and others defined by the Portuguese Labour Law, the European legislation and those defined by the United Nations (UN Global Compact Initiative). Therefore, the service provider or supplier must guarantee that:

1. Does not engage in or support the use of forced labour by withholding documents, wages, benefits, goods or requesting deposits;
2. Does not engage in or support the use of illegal workers;
3. Does not use abusive disciplinary practices and, where necessary, ensures that Disciplinary Proceedings are carried out, in accordance with the Labour Code;
4. Does not use discriminatory practices (race, social class, nationality, religion, disabilities, gender, age, sexual orientation, association to organisations or political affiliation) in recruitment, promotion, training, suspension of employees and salary policy;
5. It does not unduly withhold social security contributions and withholding taxes from its employees;
6. About the Environment, it develops and demonstrates the actions necessary to comply with the applicable legislation in force and, when applicable and expressly requested, the internal rules of GRUPO TAGAR;
7. It tends to use renewable energy sources;
8. Checks Occupational Health and Safety Standards, in accordance with the applicable legislation in force, the best practices in the sector and, when applicable and expressly requested, the internal rules of GRUPO TAGAR;
9. It provides its employees with a safe and healthy working environment, implementing the appropriate prevention measures and ensuring regular training for its workers;
10. Complies with current labour legislation, particularly with regards to compliance with working hours and remuneration for overtime work;

11. Respects the right of employees to train or join unions or their professional category representatives;
12. Guarantees to its employees, salaries that meet at least the minimum standards of the sector, in which they work, without prejudice of meeting the Guaranteed Minimum Monthly Wage and effective remuneration for overtime and extraordinary work;
13. Informs and takes action to enforce compliance with this declaration with other suppliers or subcontractors;
14. Makes itself available to develop, together with GRUPO TAGAR, appropriate social programmes to the services performed.

If requested, the Declarant agrees to:

- Participate in the monitoring activities of EUROTAGAR, GRUAV or INTERGRUAS, as requested, namely in support of audits and/or verifications in the course of the services provided;
- Promptly inform GRUPO TAGAR of any and all relevant business relationships with other suppliers or subcontractors that may involve potential non-compliance;
- Promptly implement correction and reparative actions to resolve any non-conformities identified against the principles referred to in this declaration.