



Endutex Code of Conduct

Anti-Bribery and Anti-Corruption Code of Conduct

Bribery – Means offering, promise, give, receive or ask for an advantage as an incentive to a specific action. It is illegal and a breach of trust. A bribe is an incentive or reward offered, promised or given with the intention of getting commercial, contractual, regulatory or personal advantage.

Corruption - generally speaking is when a person, in a dominant position, accepts to receive an undue advantage in exchange for the provision of a service. Corruption can be active or passive depending on whether the act or omission is committed by the person who corrupts or the person who allows to be corrupted.

One of the fundamental principles of Endutex is to comply with the Anti-Bribery and Anti-Corruption Code of Conduct, which is addressed to all employees, partners and suppliers.

Thus, Endutex undertakes to:

1. Never engage in any form of bribery, either directly or through third parties.
2. Never offer, make or authorize an undue payment (in cash or otherwise) to any person, including any local or foreign authority anywhere in the world.
3. Never attempt to induce an individual or a local or foreign authority to act illegally or improperly
4. Never offer or accept, money or anything of value, such as gifts, tips or commissions, related to business or the award of a contract.
5. Never offer or give any gift or consideration to any government official or government representative in the expectation or implication of a return of a business.
6. Never accept gifts from any business partner if there is suggestion that the return of a favor is expected or implied.
7. Never facilitate payments to obtain a level of service that you would not normally have been entitled to.
8. Never ignore or fail to report any evidence of undue payments to the competent authorities.

9. Never induce or assist another individual to break any applicable law or regulation.

Code of Conduct and Professional Ethics

All employees and management bodies of Endutex must promote internal and external relations with clients, suppliers and entities in general, in a legal, ethical and professional manner, adopting a conduct based on values such as honesty, respect, integrity, loyalty and equality. These are the values that Endutex values in maintaining and that guarantee the reputation that has since 1970.

In order to ensure ethical and professional conduct we must

1. Serve clients with zeal and dedication, respecting the material and sentimental esteem they have for their assets, always striving to meet their expectations
2. Always keep in mind the continuous improvement of the product and service provided, being transparent in the procedures and taking decisions with exemption, equity and objectivity.
3. Follow a behavior of anti-corruption practices, active or passive, and anti-bribery, in relation to Customers, Suppliers and other Entities, namely the refusal any form of payments, favors and complicity that may lead to the creation of illicit advantages, such as offers or money from customers or suppliers.
4. Adopt practices in order to avoid conflicts of interest, respecting the legal framework and the internal norms, not carrying out activities for personal interest that overlap or that are contrary to the interest of Endutex
5. Ensure professional secrecy with respect to internal or client information, which should not be known to the general public, acting with discretion regarding facts and information that have been provided to us during the exercise of our duties, fully respecting the commitment of confidentiality
6. Respect and protect human rights by adopting non-discriminatory behavior on the basis of race, ethnicity, gender, age, disability, religion, opinion or political affiliation, condemning any form of harassment, verbal or physical humiliation and coercion or threat.
7. To respect the national and international rules and conventions concerning workers labor, as to their rights and duties. Respect freedom of association and the right to collective bargaining. Provide a decent remuneration according to the national legal basis, or the basis of the industrial sector.
8. Combat attitudes and behaviors that could jeopardize the image or prestige of Endutex.
9. Ensure compliance with safety, health, hygiene and well-being standards in the workplace, informing the superiors whenever any irregular situation is found which endangers the safety of persons, facilities, equipment and goods in general
10. To contribute to sustainable development and to the preservation of the environment, giving priority to clean practices and energy saving.
11. Ensure the protection and preservation of the company's assets using Endutex resources efficiently in order to achieve the defined objectives and not for personal or other purposes

12. Maintain a good relationship with colleagues, superiors and subordinates, in a responsible and cooperative way, giving priority to good work environment, respect and good personal treatment.

Implementation of this code of conduct

If you have any questions about applying the rules described in this document, contact your superior or the human resources to seek clarification. People outside Endutex can use the e-mail endutex@endutex.pt, with the the subject "Code of conduct".

If you observe any breach in complying with this code of conduct or other improper conduct, please inform your superior or the human resources. If the subject is of extreme gravity and cannot be reported by normal channels, please contact endutex@endutex.pt, putting the word "Complaint" on the subject.

Vitor Abreu - CEO