

Mistolin, SA and Mplastic recognize their responsibility in generating value for the community in which they operate and are committed to lead their business in an ethical, social and environmentally responsible way, with the following commitments:

Child Labuor	Mistolin, SA and Mplastic regard child labour as a totally reprehensible and inadmissible practice. Having as principle only hiring workers with a minimum age of 18.
Forced Labour	Mistolin, SA and Mplastic regard the use of forced labour as a totally reprehensible and inadmissible practice, totally contrary to the Integrated Policy of the companies and applicable legislation. As a result, Mistolin, SA and Mplastic will not, for any reason, resort to forced labour with their employees. If, in case of the eventual illegal initiative of any collaborator, the existence of forced labor in Mistolin, SA and/or Mplastic is detected, the fact must be immediately communicated to the High Management for a consequent disciplinary proceeding and appropriate corrective action.
Health and Safety	Mistolin, SA and Mplastic , within the scope of the Business Integrated System, have implemented and certified an Occupational Health and Safety Management system, according to OHSAS 18001, which seeks to continuously improve working conditions and the adoption of safe practices by employees.
Freedom of Association and Right to Collective Negotiation	Mistolin, SA and Mplastic respect the right of employees to form and associate with unions of workers of their choice and to negotiate collectively. As a result, no employee may be discriminated against, if they choose to do so.
Discrimination	Mistolin, SA and Mplastic do not tolerate any situation of discrimination, namely of race, social class, nationality, religion, sex, sexual orientation, political affiliation, age, or any other type. Discrimination is considered to be the inability of entities or persons to access a particular right or benefit due to characteristics that are not applicable to that fact. Mistolin, SA and Mplastic are committed not to adopt any practices that disrupt the right to non-discrimination of all their employees.
Disciplinary Practices	Mistolin, SA and Mplastic do not allow or support the use of physical punishment, mental or physical coercion and verbal abuse with their employees.
Work schedule	Mistolin, SA and Mplastic comply with the planned work schedule of the collective work convection. Extra work is remunerated and cannot exceed 12 hours per employee, per week.
Remuneration	Mistolin, SA and Mplastic shall ensure that the salaries paid are sufficient for the basic needs of their employees, in accordance with the specific legislation in place.
Company Policy	Mistolin, SA and Mplastic must comply with current legislation as well as all international regulations, and this commitment is in the Company Policy, accessible to all employees and extended to their suppliers and partners.



Sr. António Neto

The Managers,



Dr. Oscar Neto

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