

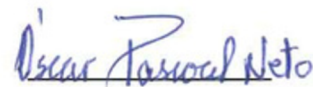
Mistolin, S.A. recognize their responsibility in generating value for the community where it is located and committed to conducting its activity in an ethical, socially and environmentally responsible manner, assuming the following commitments:

Child Labour	We consider child labour to be totally reprehensible and inadmissible, with the principle of hiring workers over the age of 18.
Forced Labour	We consider the use of forced labour to be totally reprehensible and inadmissible practice, totally contrary to our Policy and applicable legislation. Consequently, we do not proceed, for any reason, to the use of forced labor with our employees. If, by possibly illegitimate initiative of any employee, the existence of forced labour in Mistolin Employees is found, this should be immediately communicated to the Hig Management for the consequent disciplinary procedure and adoption of appropriate corrective action.
Health and Safety	We have implemented and certified a System of Safety and Health Management at Work, according to EN ISO 45001, through which we seek the Continuous Improvement of working conditions and the adoption of safe practice of employees.
Freedom of Association and Right to Collective Negotiation	We respect the right of employees to train and join labor unions of their choice and to negotiate collectively. For this reason, no employee may suffer any kind of discrimination.
Discrimination	For us, none of the situations of discrimination are tolerable, particularly regarding race, social class, nationality, religion, sex, sexual orientation, political affiliation, age, etc. Discrimination is considered to be the impossibility of entities or persons accessing a particular perk and/ or right due to characteristics not met for the fact. We are committed not to adopt any practices that disturb the right of non-discrimination of all employees.
Disciplinary Practices	We do not allow or support the use of corporal, mental or physical coercion and verbal abuse with our employees,
Working Hours	We comply with the working hours provided for in the Collective Labor Agreement. The extra work is remunerated and may not exceed 12 hours per week per employee.
Remuneration	We ensure that the salaries paid are sufficient to the basic needs of employees, taking into account the specific legislation.
Company Policy	We respect the legislation in force, as well as all international regulations, and this commitment is found in our Management System Policy, accessible to all employees and extended to our suppliers and partners.



Sr. António Neto

The Administration



Dr. Óscar Neto

January 19, 2024