



Code of Ethics & Conduct

Rispele
SINCE 1927

90 Years Woven from Passion

“During more than 90 years of textile activity, we have always worked with passion, transparency and sustainability.”

At Riopelle, during more than 90 years of textile activity, we have always worked with passion, transparency and sustainability, which are values that we are committed to in our Code of Ethics and Conduct.

We believe that our values make us positively different. We put an emphasis on People we work with – our employees, our customers, our suppliers and other entities who are directly or indirectly related to us. Additionally, we have a deep commitment to the development of the area we have always been located in – the Municipality of Vila Nova de Famalicão. Furthermore, we are always focused on the attainment of good economic results, as this is the only way we can guarantee the innovation, quality and modernity of our fabrics and our processes.

Aligned with our corporate values and the best international practices, this document brings together the principles of ethics and conduct which govern our commitments and daily activities, regardless of any pressures or constraints that may arise. Therefore, we have established an Ethics and Conduct Committee available to clarify any issues that may arise or provide guidance in more demanding situations we may face.

Our work is always in progress, and we are all active participants in its advancement. We will continue to invest in People so that our corporate heritage, which we have described as “90 years woven from passion”, is a testimony to our faultless professional conduct.

Riopelle's Board of Directors



José Alexandre Oliveira
Chairman of the Board of Directors

Bernardino Carneiro
Member of the Board of Directors



About us

Founded in 1927, Riopelle is one of the oldest textile companies in Portugal and an international reference in the creation and production of fabrics for fashion and clothing collections.

Incorporating sustainable practices across the entire business, Riopelle offers a vertical textile production system that can meet the current demands of the fast-paced fashion industry.

Vision

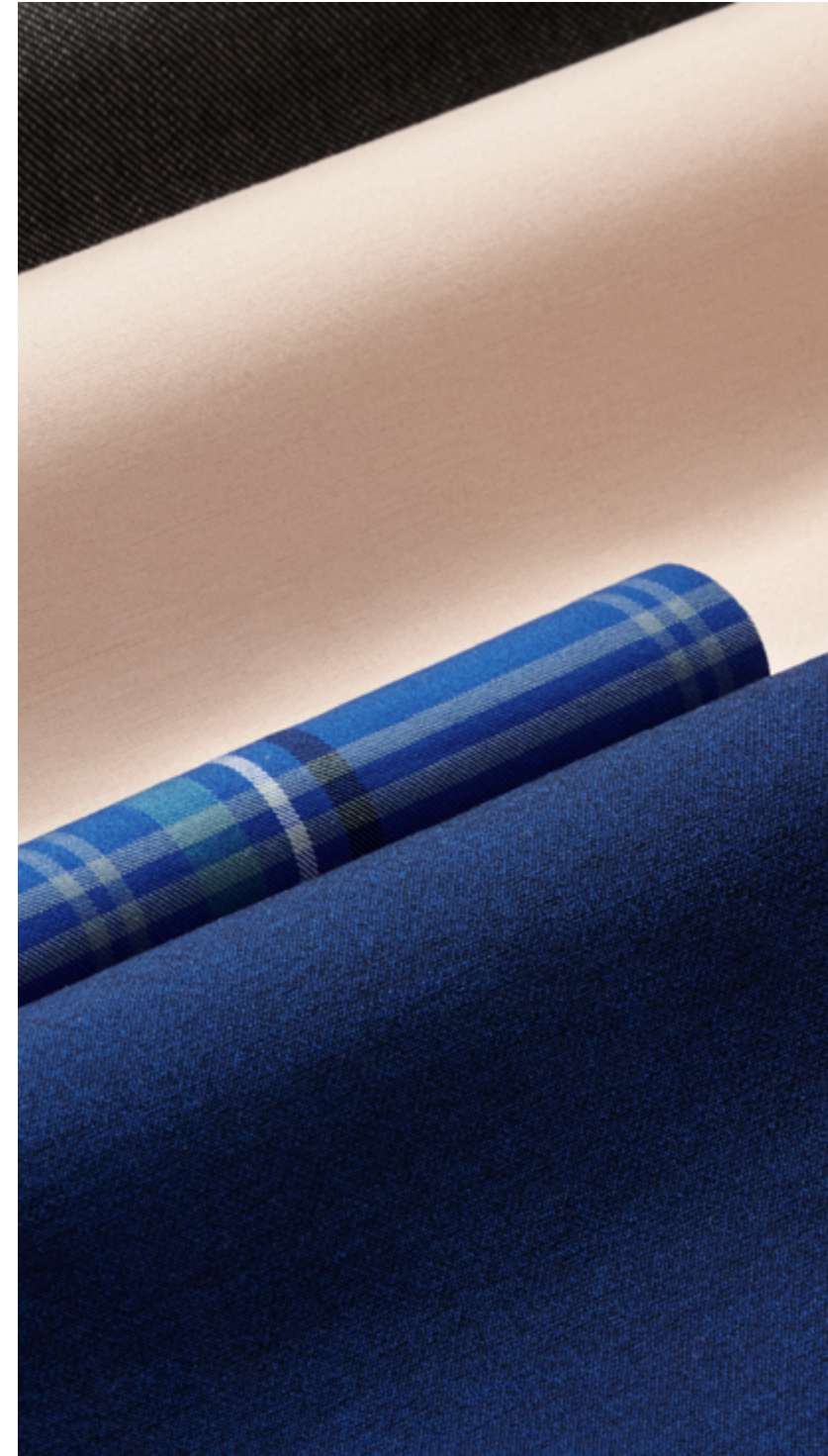
Being the privileged partner of the Leading Companies and Brands in the Fashion and Clothing industry and being recognized for our Innovation, Quality and Reliability.

Mission

Being an international textile company with a leading expertise in polyester/viscose/elastane blend fabrics, while remaining profitable, offering competitive prices, staying extremely focused and creative, and ensuring high quality and service standards.

Values

We believe that our values make a positive difference and contribute to creating a strong brand and excellent products, thus allowing us to become a reference in the global market.



Soundness

We stimulate a culture of innovation and people development.

Trust

We value strong leadership and cooperation skills.

Success

We are constantly focused on our customers and results.

Goals and application

This Code of Ethics and Conduct brings together the primary ethics and conduct guidelines that govern Riopelle activities.

The Code of Ethics and Conduct, from now on simply referred to as Code, is aimed at formalizing the actions of Riopelle regarding its good governance, providing guidance to employees as to their daily conduct and the ability to influence the behaviour of third parties, by fostering the growth of trustworthy relationships.

This Code is also aimed at reinforcing the institutional image of Riopelle and influence the strategy and regulations of the textile and clothing sector.

This Code applies to all employees at Riopelle, regardless of employment status or hierarchy, and to all persons and entities that have business relations with Riopelle, on a permanent or temporary basis.

Ethics & Conduct Committee

The Ethics and Conduct Committee, composed of representatives of different Riopelle divisions, is responsible for enforcing compliance with the Code and settling any noncompliance matters by taking any measures deemed appropriate.

Contact the Ethics & Conduct Committee

By ensuring the secrecy and confidentiality of information and compliance with all legal standards, you may report, make questions and send feedback to the Ethics and Conduct Committee by e-mail:

etica.conduta@riopelle.pt

Mission

- To disclose the Code of Ethics and Conduct to all stakeholders.
- To answer to any matters/situations that may arise.
- To ensure that there are internal communication channels for irregularities and mechanisms for their resolution, according to the law.
- To propose any improvements or amendments to this Code to the Board of Directors.
- To report its activity to the Board of Directors.

Composition

- Board of Directors.
- Legal Department Representative.
- Human Resources Department Representative.
- Sustainability Department Representative.

Employees

At Riopelle, we promote an inclusive and horizontal culture, where people come first, allowing us to stand out in the market.

Commitment to human rights

At Riopelle, we are committed to the values identified by the United Nations in the Universal Declaration of Human Rights and the principles and fundamental rights established by the International Labour Organization, operating on an ethical basis, with integrity and respect for human rights and dignity.

Equal opportunities and freedom of association

At Riopelle, we treat people with respect and dignity, ensuring equal opportunities and treatment for everyone, as for employment access, professional training and promotion and working conditions, regardless of their origin.

We promote social dialogue with our workers and their union to ensure workers' rights, freedom and respect.





A work environment free from harassment and discrimination

We promote awareness-raising and information-sharing actions for all our employees at Riopelle to maintain a work environment free from harassment, either relating to hierarchy or among employees.

We shall not tolerate any behaviours that may be seen as coercive, whether it is personal or sexual harassment. We reject any discriminatory practices based on race, gender, religion, age, nationality, sexual orientation, or political or ideological views.

We value people's dignity and do not allow any discriminatory practices that may somehow damage our employees' personal or professional integrity.

Our "Code of Good Conduct – Prevention and Fight Against Harassment at the Workplace" aims to set out the commitments assumed by the company and its employees and the means and measures envisaged to prevent and fight harassment at the workplace.

The commitment of our employees to a healthy work environment

- Abstain from any harassment practices at work;
- In the case of employees with hierarchical responsibilities, to maintain a healthy work climate, whether related to hierarchical positions, or among employees under their management;
- Collaborate with the company and between each other, aiming to establish a work environment that prevents situations of harassment at work;
- Participate in awareness-raising and/or training actions that include the topic of harassment at work;
- Report situations of harassment at work, either as victim or witness.

Wages and working hours

We respect our employees' right to proper remuneration. We believe that remuneration is crucial for meeting the needs of our employees. We ensure the payment of wages following the law in force. We enforce compliance with the applicable working hours, and overtime is remunerated correctly, as per the law in force.

Safety and health

At Riopelle, we implement strict occupational safety and health policies. All our employees have free access to a medical and nursing team permanently available in our facilities to provide the necessary healthcare.

We want our employees to feel safe while performing their duties. Thus, we prioritize and promote a safety culture to prevent accidents and mitigate risks while implementing training and awareness-raising activities that combine theoretical aspects with a practical, on-the-job application.

Our machinery and facilities comply with all legal requirements in force, and all employees receive personal protective equipment for the performance of their duties. All employees must abide by the health and safety practices established internally and report any accidents, damages or unsafe situations.

A workplace free from violence, substance abuse and smoking

At Riopelle, we promote a safe and healthy working environment for all employees, and we do not tolerate any form of violence or threats of violence of any form.

We require all employees on duty to be free from the influence of any substance, including drugs and alcohol, that could affect their concentration, vigilance or behaviour. In addition, smoking is prohibited in all spaces owned by the company, indoor or outdoor areas, a decision that was mainly based on protecting the health of our employees, public health and industrial safety.

We encourage anyone who may have a substance abuse problem to contact our in-house Occupational Medicine team.

No child labour or forced labour

We enforce the national legislation and international principles at Riopelle by rejecting any practices that may be seen as child labour. In addition, in strict compliance with the principles set out by the United Nations on Children's Rights, in which a child is defined as any human being below the age of 18 years, we do not hire any persons under the age of 18 years old.

We forbid any practices of forced labour at Riopelle, which are made under threat or any coercive conduct. We shall not, under any circumstances, tolerate any behaviours that may be viewed as intimidating, such as harassment or bullying.

The terms of this policy are mandatory for all our business partners.

Continuous development

We highly value the importance of each person, regardless of their function and duties. And we use business tools that enhance people management, namely through performance assessment, career management and talent retention, under the RPeople+ project.

We provide all our employees with the possibility of participating in external training actions, conferences and other initiatives, and internal training actions, through the Horizontes Program. We believe that stimulating each person's individual interests and ensuring they have a thorough understanding of the business will allow us to achieve better results.

Data protection

We adopt all the necessary measures at Riopelle to protect our stakeholders' personal data.

We have implemented a program in compliance with the General Data Protection Regulation (GDPR). Our security components have been reinforced with solutions tailored for our processes and the type of sensitive information we deal with, thus ensuring confidentiality, integrity, and availability during our activities.

All our employees must comply with a professional duty of confidentiality and limitation of the treatment of personal data ensuring adherence to conformity.

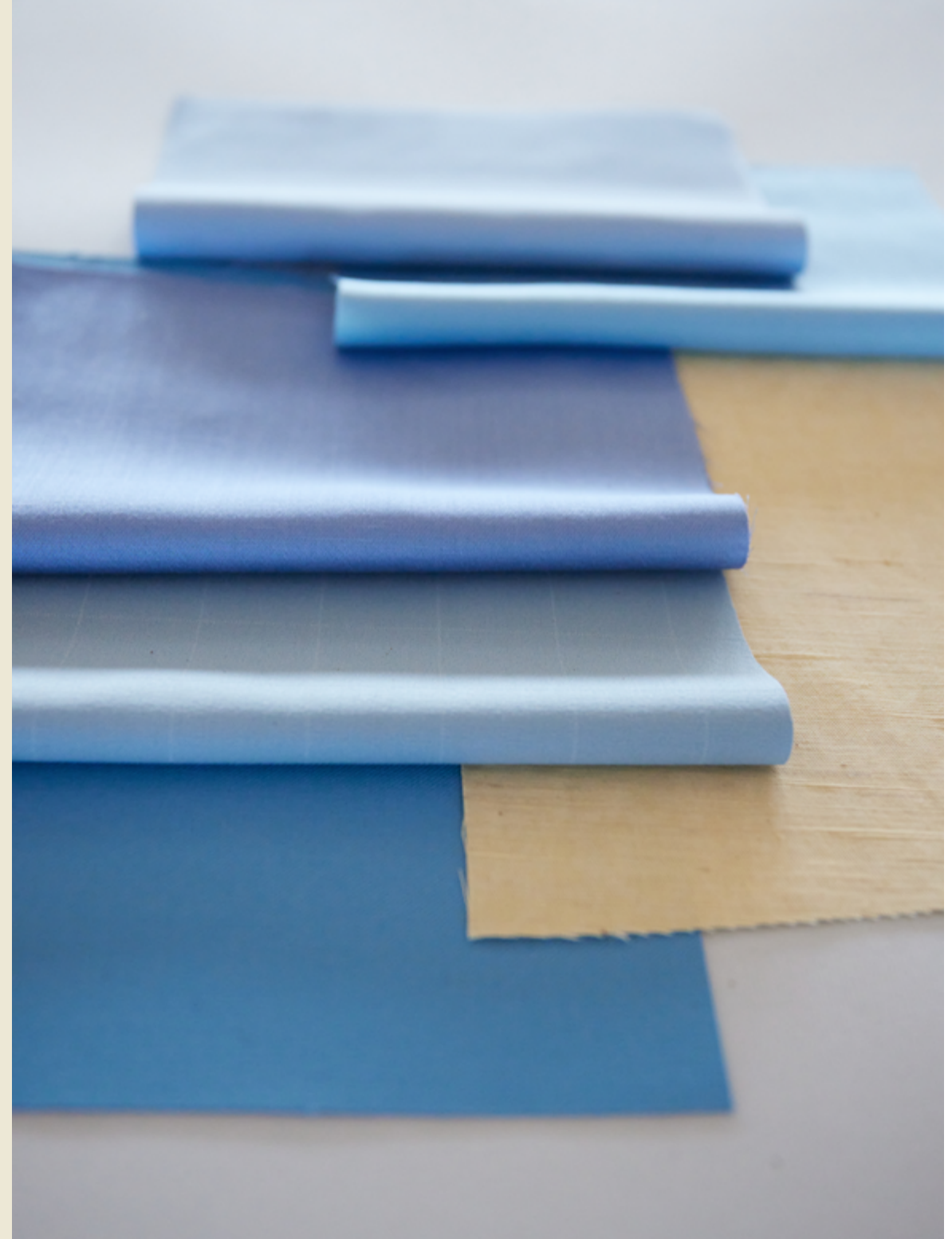
We conduct several training actions and sessions with all our employees, who work directly with personal data to enforce strict compliance with all legal requirements.

Who audits and oversees our practices?

Our practices are audited and overseen by an external Data Protection Officer. This entity carries out periodic and unscheduled audits to continuously monitor our levels of compliance.

For more information, you can contact our Data Protection Officer at

dpo@riopele.pt



Partners

Suppliers

We view suppliers as one of the main stakeholders for our company and the supply chain as a key impact area.

Thus, we seek to ensure a sustainable supply chain on a long-term basis by establishing standards of high responsibility aimed at generating positive impacts that benefit all stakeholders. We place a high value on our relationship with suppliers and service providers, regardless of their size or geographic location, by fostering the adoption of management practices of 'excellence' that prioritise the respect of human rights, labour law, environmental law and best business practices outlined in our Code.

We expect our suppliers to operate in compliance with the principles and requirements set out in our Code and that they also extend such compliance to their suppliers and subcontractors.

We regularly assess the performance of our supply chain to determine adherence to specific requirements and promote opportunities for continuous improvement of the system.

Products and services

We are committed to customer satisfaction at Riopelle, offering products and a service of excellence. Our Management Manual clearly depicts our strategic guidelines, policy, organisation and responsibilities, whose practice allows us to guarantee the satisfaction of our customers, employees or other stakeholders, meeting their needs and expectations.

Customers

Our operations focus on creating and producing fabric collections for major national and international fashion brands. We are committed to values such as innovation, quality and sustainability, and we invest in projects that have Digitalization/ Industry 4.0 and the Circular Economy as drivers.

We privilege the establishment of partnerships with research centres, universities and other organisations, as we believe that fostering research, innovation, and continuous improvement is a source of competitive advantage.

Our commitments

Needs and Expectations

Understand and satisfy the needs and expectations of our customers to guarantee their trust and loyalty.

Legal requirements and additional standards

Ensure compliance with legal requirements and internal regulatory standards, extending this commitment to all stakeholders in our value chain.

Markets

Foster the innovation, creativity, differential and sustainability of our products and business model.

Influence peddling

At Riopele, the relationship of our employees with customers and suppliers is based entirely on fair and impartial business decisions. We act by pursuing the company's business interests, not seeking any direct or indirect financial or equity advantages for us or any third parties.

Our employees refrain from accepting commercial offers from suppliers, customers or other entities, unless they comply with the rules for corporate gifts, hospitality and business trips, should always be based on appropriateness or tradition and not be able to shape their conduct to get a favourable or special treatment to whoever makes the offer.

The offer of corporate gifts, hospitality and business trips, in all situations, regardless of context and value, must be evaluated and settled by the Company's Board of Directors.

In any case, it is absolutely forbidden to:

- Accept or offer money or gifts that could be seen as luxurious, which may indicate bribery practices or influence peddling;
- Accept or offer gifts subject to legal or socially inappropriate restrictions;
- In case of any questions on this matter, the matter shall be reported to the Ethics and Conduct Committee, clarifying it and taking the necessary steps.

Industrial property

Respecting industrial property rights is a fundamental component of our commercial activity.

We guarantee the strictest compliance for such rights owned by third parties, and we require the same from our employees.

Furthermore, we expect all our business partners and third parties the utmost respect for our industrial property ownership rights, and we will not tolerate any infringement of those rights.



Confidentiality

All our employees are committed to the duty of confidentiality regarding all information generated or used in the company's internal activity of in its interactions with customers, suppliers and other partners, expecting the same compromise from all our stakeholders.

We will not tolerate any breaches to our confidentiality duties, and we shall apply all necessary measures to immediately contain them and hold accountable whoever perpetrates them.



Environmental Responsibility

We are committed to promoting sustainable development and responsible use of natural resources.

Research and Development

To create an innovative and sustainable product, we participate in R&D projects in partnership with research centres and universities, aiming to adopt new technologies, develop more innovative processes and increase the use of recycled and sustainable raw materials.

Investment Projects

Aiming to achieve a flexible, fast and sustainable industrial production, we made investment projects focused on upgrading manufacturing and process innovation. Its main drivers are Industry 4.0/Digitalization and Circular Economy/Sustainability.

Certifications and Assessment Index

We are certified by the STeP by OEKO-TEX® – Sustainable Textile Production standard, in the highest level regarding this standard, which corroborates the permanent implementation of environmentally friendly production processes and safe, healthy and socially acceptable working conditions.

At the product level, we are certified by the Oeko-Tex Standard 100, Product Class II and GRS – Global Recycled Standard, and we have an Integrated Management System in the Quality (ISSO 9001), Environment (ISO 14001), Health and Safety (ISO 45001) areas.

We adopted the Higg Index, a tool developed by the Sustainable Apparel Coalition, which aims at measuring the company's level of sustainability and benchmarking among peers through a set of tools common to the value chain, facilitating transformative changes in the textile and clothing industry.

Water Conservation

We are aware of the importance of water for life. Given the impact of our business activity, we believe that the efficient management of water resources is part of our commitment to sustainable development.

Our water management is based on three fundamental pillars: the efficient management of water abstractions, optimal management of water consumption and the recovery of effluents from production processes.

Our facilities are equipped with a water treatment and wastewater pre-treatment plant, which guarantees proper treatment and destination for all process waters and enhance their safe return to the water cycle.

To communicate our performance in all aspects that support water management and conservation and promote a culture of saving water at all business levels, we implemented the "Every Drop Counts" program.

Energy Efficiency

Our priorities are energy efficiency and reducing energy consumption. We pursue a rational and sustainable energy model and develop activities aimed at reducing our CO2 emissions.

We have installed a solar photovoltaic power plant for self-consumption in one of our production units. We installed high-efficiency lighting systems, variable speed drivers in electric motors and control devices in the HVAC systems. We are also using thermal energy from a cogeneration unit in the form of steam and hot water.

We are therefore achieving higher energy efficiency in our production areas and reducing our energy consumption needs.

Chemicals

We are aware that there are real challenges for the textile and fashion industry in managing the impact arising from the use of chemical substances throughout the most varied phases of the textile production processes.

At Riopelle, our goal is to eliminate all hazardous chemical substances from our supply chain. Thus, our chemical management focuses on selecting safer and more sustainable products for people and the environment and reengineering production processes and product design, aiming to increase production efficiency and minimize consumption.

In addition, we respect national and European legislation, complying with the rigorous provisions of legal and statutory requirements, such as the REACH Regulation and the certification STeP – Sustainable Textile Production. We also comply with the Restricted Substance List of the ZDHC – Zero Discharge of Hazardous Chemicals – programme and are committed to the European Union's new chemical management strategy, aligned with the European Ecological Pact (Green Deal).

Waste Management

We want to reduce the amount of waste we generate and we strive to make sure that all that waste is reused, recycled or recovered. Our waste management policy is based on the 4 Rs: recover, reduce, reuse and recycle.

We have installed a set of equipment across our facilities to select all the generated waste, preventing it from going to landfills.

Our employees participate in continuous training courses and activities to raise awareness of the importance of proper waste segregation.



Social Responsibility

We create strong bonds with local communities, acting in different areas and needs, such as education, culture, entrepreneurship and support to significant causes.

We believe that cooperation inspires innovation. We are also committed to participating in our region's social and cultural development and our country, seeking to maximise our positive impact. We believe that creating a culture of social responsibility requires commitment and action.



Our initiatives

School visits

We receive students from national and international schools of the textile and fashion industry. Thus, we contribute to their development as students and future professionals.

Installation of a business incubator

We have accepted the challenge given by the Vila Nova de Famalicão City Council to develop the "Famalicão Made Incubar" incubator in our facilities and foster entrepreneurship. We believe that the entire community will benefit from this initiative.

Sponsorship of several institutions and partnerships

We are aware of the importance and mission of many organisations in terms of social and community intervention. Therefore, we sponsor several institutions such as the Portuguese League Against Cancer and the Portuguese Blood Institute. We have also entered into partnerships with Porto Business School, University of Minho, University of Porto, the Catholic University of Portugal and Lusíada University of Porto, and other local social and educational institutions.

Ceding of Riopele's Sports Complex

We have ceded our sports complex to Grupo Desportivo de Joane, enabling over 200 training athletes and school and other local associations to enjoy excellent conditions.

www.riopele.pt

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