




PEDROSA & RODRIGUES

2021 Sustainability Report





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Navigating this report

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Message from the Corporate Social Responsibility Manager



Miguel Pedrosa Rodrigues

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Dear Stakeholder,

The T&C industry's Sustainability is not necessarily hot newness, however the journey has just begun.

For some the question of Sustainability is focused on the usage we make of the planet's resources with the goal of satisfying today's needs but without compromising the capacity to satisfy the needs of upcoming generations. This would be the conceptual birthplace of circularity / circular economy. This means the products or services we use today will at the end of their life return to their place in nature, or take some other form of minor environmental impact.

Others guide their approach around the notion that the impact the Product has on the society it's manufactured in is relevant to the appreciation of the Product itself. In this case the human being that manufactured the product is placed at the center of the sustainability equation and it's therefore expected that that same human will down the road promote further activities of positive impact to the remaining environment around him. Under this perspective the Consumer assesses and qualifies the Product also the angle of Social Responsibility associated with the manufacture (take a look at Everlane or Patagonia p.eg., brands that place Social Responsibility at the core of their identity).

For brands in general, Social Responsibility is a risk to consider on their everlasting pursuit of low price manufacturing and more than often they end up gambling a sort of russian roulette of Social Responsibility (not in Portugal, but definitely in other areas of the world - some not as far a one might think).

Last but not least, there's also the approach tackling the lack of energetic sustainability which puts at risk any other type of future sustainability regarding our current way of life.

Going through these three perspectives, I feel tempted to consider sustainability as a ponderation of all three: environment, social and energy, for the simple fact that they compliment each other. However, it's extremely important to be aware that for the average consumer all this information is essentially a very long talk - so often being overly technical and boring - in a way that having it in an accurate and ethical way makes it more than likely that the consumer's attention is lost.

Brands and supply chain players have all understood by now that they can't afford not to have public speeches about sustainability - something has to be said, even if it is dubious, even if it lacks accuracy, sometimes even if it's not true at all.

And this is how we end up where we are today Sustainability being talked about so often as no more than a game of smoking mirrors.

The worst part of it all is that we already see the message being dominated by those players who lack sustainability the most, at the very core of their activities. This said, it is no surprise the Consumer being confused about who and what to trust.

A study presented at Première Vision by the Institut Français de la Mode inquired French, Italian, German and American consumers "What, in your opinion, defines a sustainable fashion product?" Amongst a number of different answers, one gained significant traction Approximately 80% of respondents indicated not having enough information on sustainable fashion. And they don't have it because in reality it doesn't really exist in a systematic and comparative way.

With this report and its transparency, Pedrosa & Rodrigues discloses all relevant information for all Stakeholders to use as needed, and does so in the hopes that by doing so it contributes to the overall discussion as well as motivating others to do the same.

Miguel Pedrosa Rodrigues



Who we are

FASHION MANUFACTURING HERITAGE SINCE 1982

Over the past 4 decades, Pedrosa & Rodrigues has gained international recognition as leading garment manufacturers, focusing on innovation, high service levels and sustainability practices.

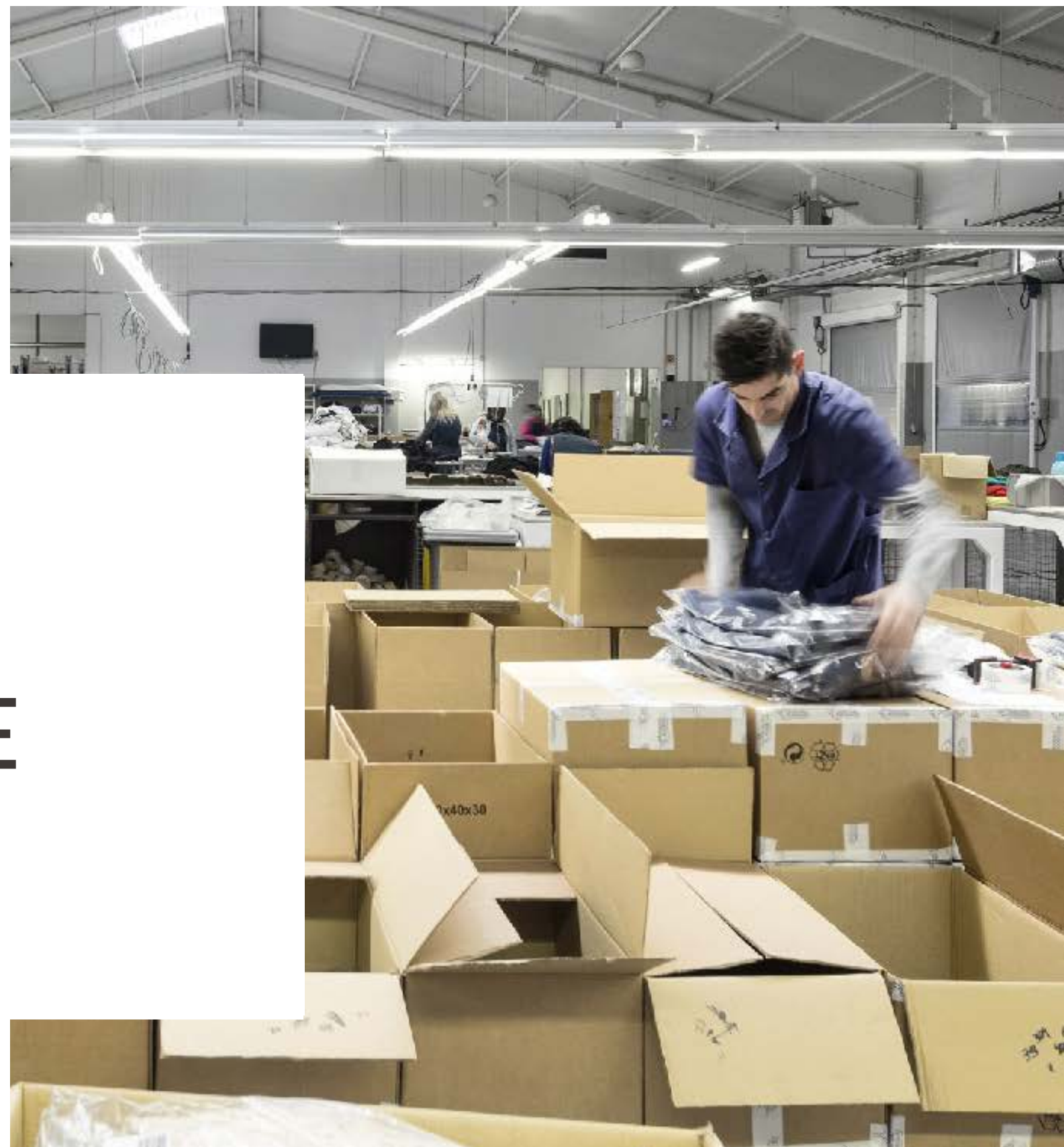




Our Mission

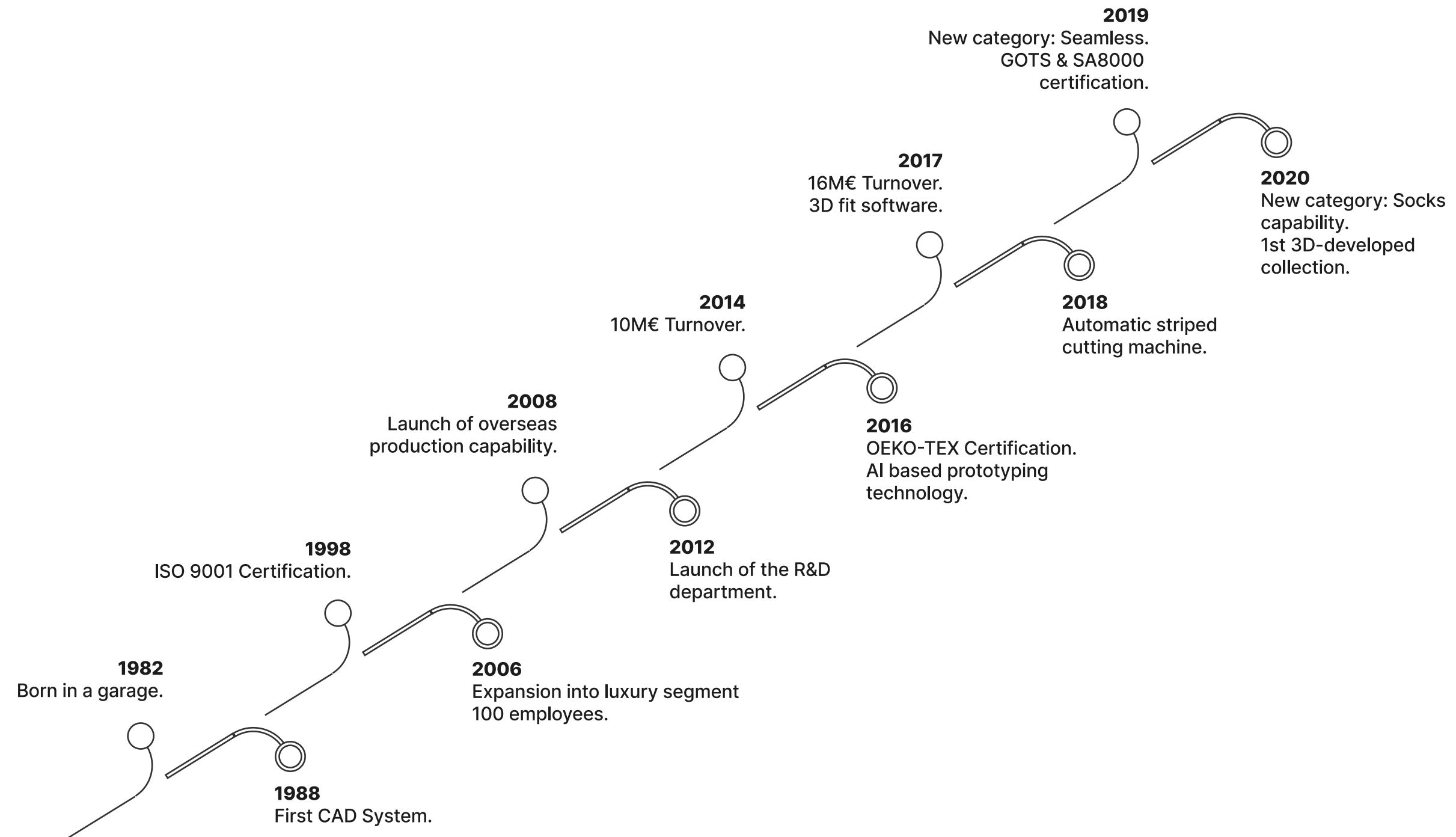
MAKING SOURCING EFFORTLESS AND RELIABLE

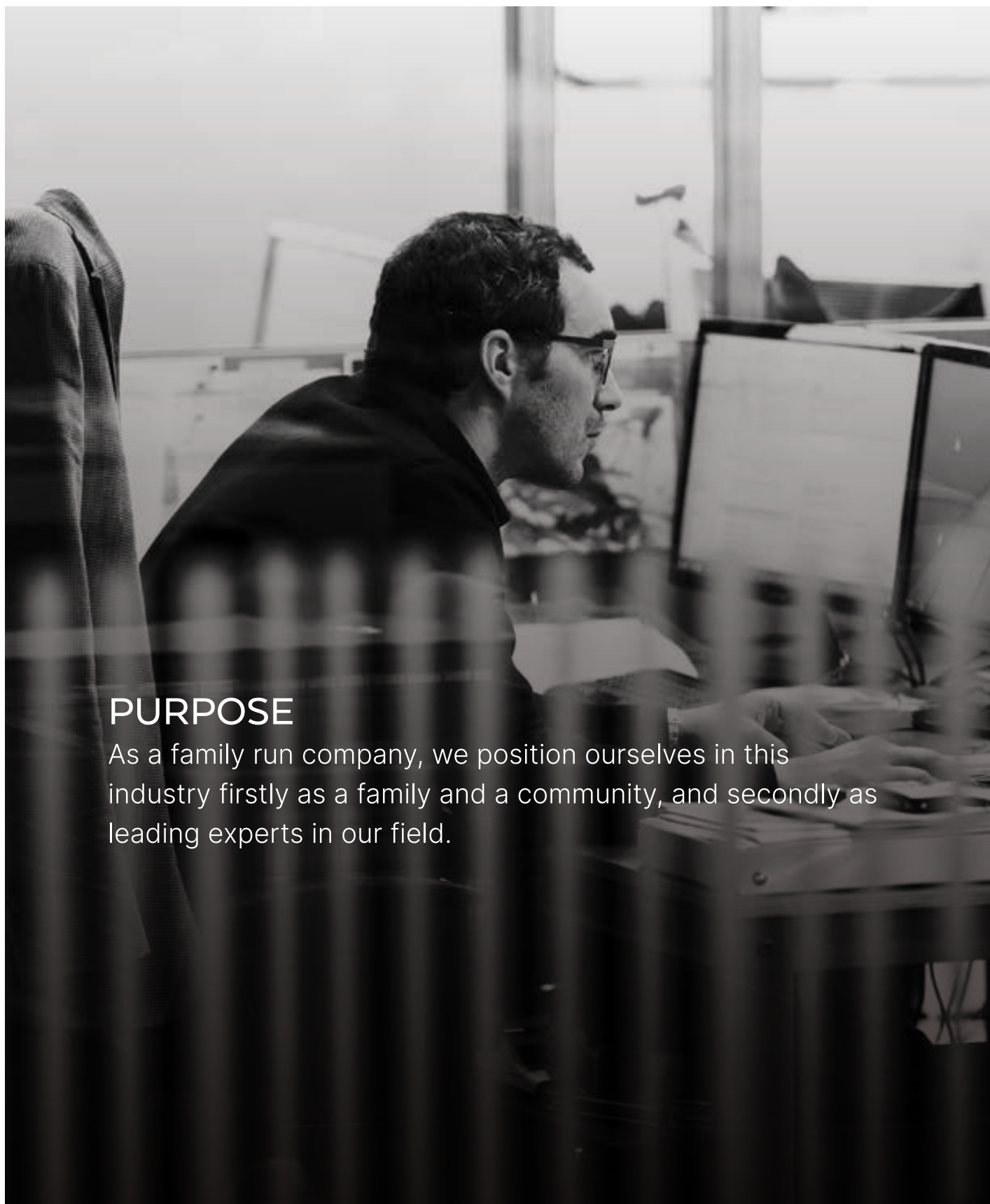
We pride ourselves in our customer-centric business culture: our work processes are designed to integrate seamlessly with our customer's practices, fully respecting their unique aesthetics, budgetary considerations,





Our History / Key Milestones





PURPOSE

As a family run company, we position ourselves in this industry firstly as a family and a community, and secondly as leading experts in our field.

VISION

As part of the Global Clothing Industry, we affirm ourselves as the go-to partner for fashion brands seeking Quality, Reliability and Innovation. As a service-driven organization, we distinguish ourselves by a hands-on, expertise-based approach in bringing our Clients' vision to life..

MISSION

Bring innovation to brands, making sourcing effortless and reliable.



Our Values

PEOPLE MATTER

The beating heart of our business.

CLIENTS ARE THE MOST IMPORTANT PART OF OUR BUSINESS

On their behalf, we push the boundaries of innovation.

QUALITY&CREATIVITY

Well-made, on time and fairly priced with a focus on service.

ETHICS IN BUSINESS

Our long-term approach places all stakeholders at the heart of our strategy.

BUSINESS SUSTAINABILITY AND GROWTH

Strictly based on innovation and added value.

RESPECT FOR THE SUPPLY CHAIN

Long-term partnerships with our suppliers built on integrity and transparency.





Markets we operate in

2020 base year

Source: Internal KPIs



- | | | | |
|------------|-----------|---------------|---------------|
| > Portugal | > Germany | > Sweden | > Hong Kong |
| > USA | > Italy | > Canada | > Belgium |
| > UK | > Finland | > Spain | > Switzerland |
| > France | > Norway | > Netherlands | > South Korea |

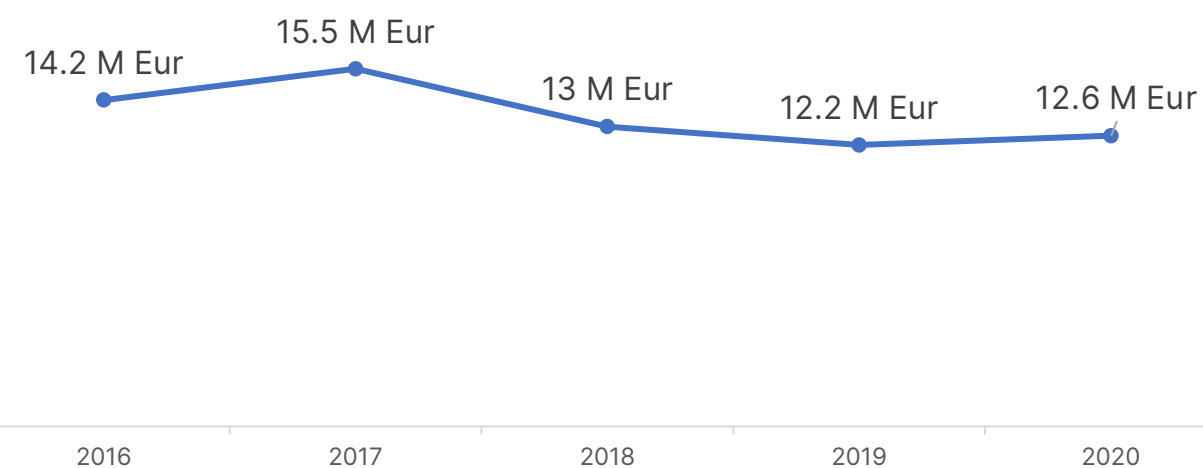


Sales & Production Output

2020 base year

Source: Internal KPIs

Sales

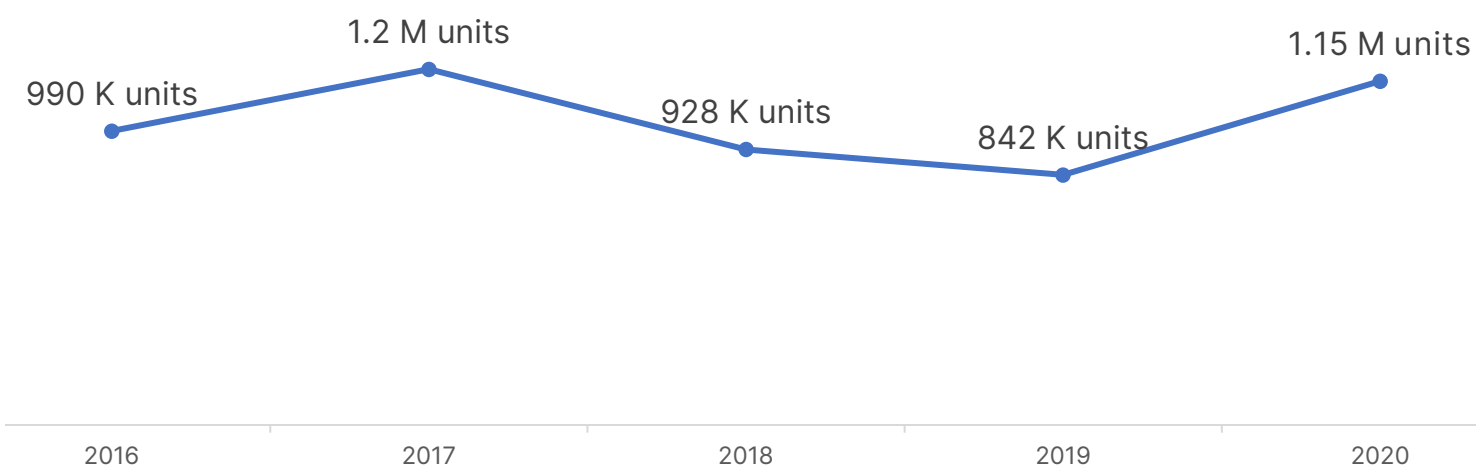


The peak year on turnover has been 2017 which anticipated the best results ever for the Portuguese T&C sector (achieved in 2018).

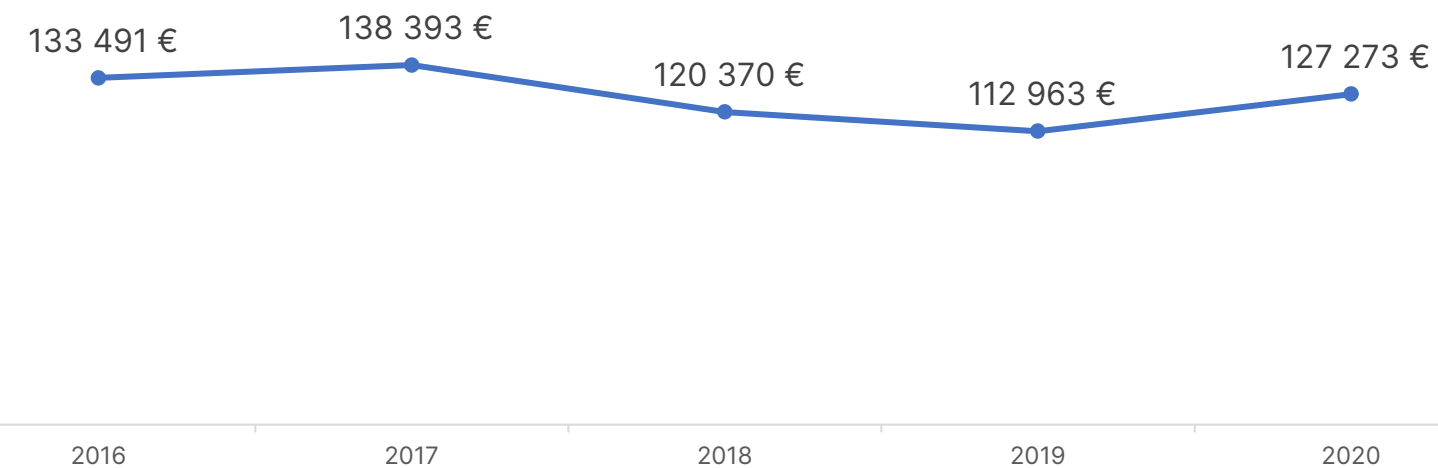
2018 and 2019 were years of stability spite the heavy impact of Turkish competitors within the company's client base.

Although 2020 has been severely impacted by the Covid-19 Pandemic, the company seized it as an opportunity to grow within the top range of its client base and temporarily produce Covid-19 related products.

Production Output



Turnover per employee





Certifications & Memberships

2020 base year

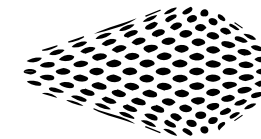
ISO & SAI Certifications by SGS /Intertek



**COTEC
Innovation
Network**



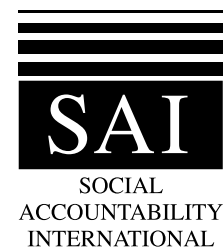
**United Nations
Global Impact**



**Portuguese
Textile
Cluster**



ISO 9001



SA 8000



GOTS



OEKO TEX



Key figures on People & Environment

2020 base year

Source: Internal KPIs

People v

One of the largest employers on the local community.
Scholarship program for all employees.
Support to local charities and social institutions.
SA8000 Managment System

Member of v



Environment v

Commitment to local biodiversity projects



-8%

ENERGY CONSUMPTION



-18%

RESIDUES PRODUCTION



-23%

REDUCTION OF CONSUMED GAS



-49%

RESIDUES SENT TO LANDFILL



+27%

RESIDUES SENT TO RECYCLING



-38%

LANDFILL CONTRIBUTION



-25%

Kw OF ENERGY USED PER GARMENT



-14%

REDUCTION OF L OF WATER USED PER GARMENT



+12%

MORE SALES PER USED Kw OF ENERGY



-13%

REDUCTION OF Kg OF MATERIALS USED PER GARMENT



-36%

REDUCTION OF L OF GAS USED PER GARMENT



-10%

REDUCTION OF PRINTED PAPPER



Environmental & Sustainability Policies

Last updated 08/03/2021

Environmental Policy

Pedrosa & Rodrigues manufactures jersey fashion garments and by doing so undertakes the following:

- a) Products - all types of garments in jersey for the categories of Menswear, Womenswear and Childrenwear;
- b) Services - design services, product engineering, merchandising, sourcing and prototyping;
- c) Manufacturing activities - cutting, sewing, packaging, shipping and logistics.

Pedrosa & Rodrigues is aware of the environmental impact that may result from its activity and recognises the importance of putting in place measures to improve sustainability, respect and preservation of the environment, prevent pollution and thoughtfully use natural resources needed to fulfil the company's purpose.

Pedrosa & Rodrigues stands for sustainable development based on the following principles:

Comply in full with all the environmental rules and regulations applicable to its business and activities.

Promote a thoughtful and efficient usage of resources as raw materials, energy, water and any other natural resources.

Promote actions to preserve the environment.

Promote actions to educate people about the environment and contribute to the development of a sustainability consciousness.

Trade as preferable all those partners within the supply chain that have the best en-

vironmental practises.

Handle and treat all residues so it's guaranteed they are always properly managed and treated.

Pedrosa & Rodrigues seeks to foment training and continuous feed of information to all its employees regarding sustainability, so a contribution to an environmental footprint reduction can be achieved.

This environmental policy states the company's commitment to processes aimed at continuously improving the company's sustainability performance.

Sustainability Policy

(OEKO TEX STeP/Standard 100 benchmark)

Pedrosa & Rodrigues Sustainability Policy commits the company towards its Stakeholders in relation to Quality, Environment, Health & Safety and Social Responsibility.

1. QUALITY

- a) The Client's expectations are a top priority as far as the company's efforts are concerned and guided;
- b) Adopt, within the company's operations, a client-supplier relationship;
- c) Everybody at Pedrosa & Rodrigues are responsible for Quality;
- d) Prevent instead of inspect;
- e) Make it right at the first try;
- f) Improve continuously.

2. ENVIRONMENT

- a) Comply with all environmental legal requirements and legislation applicable to the company's scope of operations;
- b) Adopt management and production systems that promote the reduction of the company's environmental footprint;
- c) Implement building and technology systems on all internal facilities that promote energy savings, water consumption savings and reduction of polluting air emissions;
- d) Promote environmentally friendly behaviours.

3. H&S AT THE WORKPLACE

- a) Assign and capacitate a team responsible for managing and implementing health & safety at the workplace;
- b) Comply with all legal requirements on fire safety and emergency procedures;
- c) Make available to all employees weekly medic staff present at the company's production units, with medicine and exams prescription capability fully integrated with the National Health System;
- d) Promote continuous improvement on the company's facilities and equipments assuring the best possible ergonomic work conditions, namely body posture, sight, temperature, earring and work accident prevention;
- e) Provide rest and break rooms equipped with TV spaces, recreation spaces, gym as well as canteen facilities and gardens/landscaped outdoor space.

4. SOCIAL RESPONSIBILITY

- a) There's no forced labour at Pedrosa & Rodrigues - all employment is freely chosen;
- b) All employees have freedom of association;
- c) There's no child labour nor child labour is permitted at any company within Pedrosa & Rodrigues' supply chain;
- d) No discrimination shall occur in any circumstance, and everybody has access to the same opportunities with the company;
- e) The procedures on employee management and communication is documented, published and it's applied without exceptions.
- f) Applicable legislation is enforced within the company's subcontractors via SMETA Standard audits;
- g) Promote the implementation and certification of management systems;
- h) Comply with all principles of the International Labour Organization, including the Human Rights Universal Declaration and United Nations.



Environmental Management System base data / Sustainability Strategy

2020 base year

Source: Internal KPIs / Environmental Managemtn System (EMS)

2020 saw the birth of Pedrosa & Rodrigues Environmental Management System (EMS). EMS is the backbone of the Sustainability Strategy focusing on clear Objectives, Goals and very specific Action Plans. Targets have been set and monitored ever since.

By disclosing the following information generated by the EMS, we're setting a standard baseline to compare to and base metrics on the Challenges we set ourselves.

Energy

Objective	Goal	Plan	Expected Energy Reduction (Kw)	2019	2020	Var. vs 2019
25% reduction in energy consumption per garment 2023 vs 2019	Yearly 5% decrease in energy consumption per garment	Continuous upgrade of hardware	30000	Kw	Kw	%
		Improve facilities insulation		200900	184869	-8%
		LED lighting maintenance		Kw/un	Kw/un	Kw/un
		Solar panel instalation		0,22	0,17	-24%

Overall the Strategy consists on progressively and consistently promote improvements and added efficiency to the company's operation: produce more with less impact on energy and natural resources.

Water

Objective	Goal	Plan	Expected Water Reduction (m3)	2019	2020	Var. vs 2019
15% reduction in water consumption per garment 2023 vs 2019	Yearly 3% decrease in water consumption per garment	Regular check for leaks	8	m3	m3	%
		Regular checks of faucets and pipes		208	216	4%
		Wash machine usage policy		m3/un	m3/un	%
		Water pipe solar panel instalation		0,00022	0,00019	-14%

First benchmark year shows -8% energy consumption & -24% energy consumption per garment produced.

Although water consumption increased by 4%, the consumption per garment produced dropped -14%.



Environmental Management System base data / Sustainability Strategy

2020 base year

Source: Internal KPIs / Environmental Managemtn System (EMS)

Waste

Objective	Goal	Plan	Expected Waste Reduction (kg)	2019	2020	Var. vs 2019
20% reduction in residue generation overall 2023 vs 2019 & 35% reduction in residue generation per garment 2023 vs 2019	Yearly 5% decrease in residue generation overall & 9% decrease in residue generation per garment	Training staff on recycling	19000	kg	kg	%
				110379	90703	-18%
		Dedicated residue segregation procedures		kg/un	kg/un	%
				0,12	0,08	-32%
15% reduction in consumed raw materials per garment 2023 vs 2019	Yearly 8% decrease in residue generation per garment	Training staff on cutting waste segregation	-0,05KG/un	kg	kg	%
		Dedicated waste segregation procedures		325000	340000	5%
		Cunsumption improvement via software		kg/un	kg/un	%
		Development of inhouse circularity program		0,35	0,3	-13%

As with Energy and Water resources, **Waste generation EMS data shows a reduction of -18% in total waste generated and -32% in waste generated per garment produced.**

On the raw materials data, the overall consumption increased (as did the number of garments produced), however it´s very good news to see that the rate of raw materials consumed per garment shows a reduction of -13%.

This information reports on 2020 which is a year heavily influenced by the production of facemasks.

IMPORTANT NOTE ON WASTEWATER

The only wastewater generated on site is the result of bathrooms so they are deemed equivalent to residencial wastewater. No management is therefore applied to the wastewater.



Environmental Management System base data / Sustainability Strategy

2020 base year

Source: Internal KPIs / Environmental Managemtn System (EMS)

Chemical

Objective	Goal	Plan	Expected benefits	2019	2020
Establish a chemical management process	Setup a management team and make it operational	Create team using current HR resources, organize the team and assign targets and responsibilities	Minimizing the risk of chemical related incidents & potential consequences of such risks	Plan	Plan
				Executed	
	Setup a training program	Use Clinoba in order to setup and Provide chemical handling and H&S to all relevant workers		Goal	Goal
				Achieved	
	Control chemicals on quantity, tech specs, safety specs & link with medic on site	List all chemicals used in-house & stock		Plan	Plan
		Technical sheet of all chemicals		Executed	
		Safety sheet of all chemicals		Goal	Goal
		Report all info w/ company medic		Achieved	
	Maintenance of management processes	Yearly training for all relevant employees		Plan	Plan
		Yearly revision of all written data			Executed
Control supply chain compliance banned / restricted chemical lists	Gather supply chain applicable certifications & link to sourcing processes	Gather all supply chain applicable certifications		Goal	Goal
					Achieved
				Plan	Plan
					Executed
		Establish sourcing process pending chemical compliance assurance		Goal	Goal
					Achieved
				Plan	Plan
					Executed

Chemical Management plays a specific role in company's operations - less operational, more managerial. This said, the company focus shifted towards establishing solid managent processes and procedures, as well as addressing compliance throughout the supply chain.

All plans and goals have been achieved for the benchmark year.



Environmental Management System base data / Sustainability Strategy

2020 base year

Source: Internal KPIs / Environmental Managemtn System (EMS)

Air emissions

Objective	Goal	Plan	Expected benefits	2019	2020
Establish procedures in order to identify is air emissions on site are significant	Establish procedures for eligeblity for yearly air quality testing	Confirm legal limits applicable to current equipment and power output	Maintain emissions levels solely from boilers and below legal limits that imply regular measuring	Plan	Plan
				Executed	Executed
				Goal	Goal
				Achieved	Achieved
Comply with regulations	Monitor boilers power output and confirm emissions levels are below legal requirements for air emissions measuring	Mainting current level of power output and equipment		Plan	Plan
				Executed	Executed
				Goal	Goal
				Achieved	Achieved

Considering the industrialization level and industry type of operations carried out at the company, air emissions are deemed relevant but not critical to the EMS. All air emissions sources have been identified and procedures have been put in place to make sure compliance with regulations is strictly met.

All plans and goals have been achieved for the benchmark year.

The final notes on the Sustainability Strategy are about communicating the strategy to all the stakeholders. It's essential to the success of the strategy to have all the stakeholders aligned with the plan and sharing the same Objectives and Goals.

By doing so, the company expects faster and better results from the programmed actions and creates greater potential for positive ripples troughout the Stakholders chain of entities.

Communicating the strategy

Objective	Goal	Plan	Expected benefits	2019	2020
Promote knowledge of the plan´s Objectives throughout the company	Create awareness of the plan & objectives	Share the plan on the internal webportal & printed notice	Align all within the organisation with SEM Objectives	Plan	Plan
	Create enrolment on plan´s ctions				Ongoing
	Share the follow up results yearly	Share the follow up information and company policy on the internal webportal & printed notice		Goal	Goal
	Promote the environmental policy				
				Plan	Plan
				Ongoing	
	Goal	Goal			



Environmental Management System base data / Impact Assessment

2020 base year

Source: Internal KPIs / Environmental Managemtn System (EMS)

As part of the Environmental Management System, a Impact Assessment has been carried out. This assessment is an important part in identifying potential priorities for the Action Plan developed within the EMS.

The following graphic summarizes the assessment spread between 3 data inputs: a) Probability of the risk to occur, b) Severity associated with the risk and c) Risk rate that results from the ponderation between Probability and Severity.

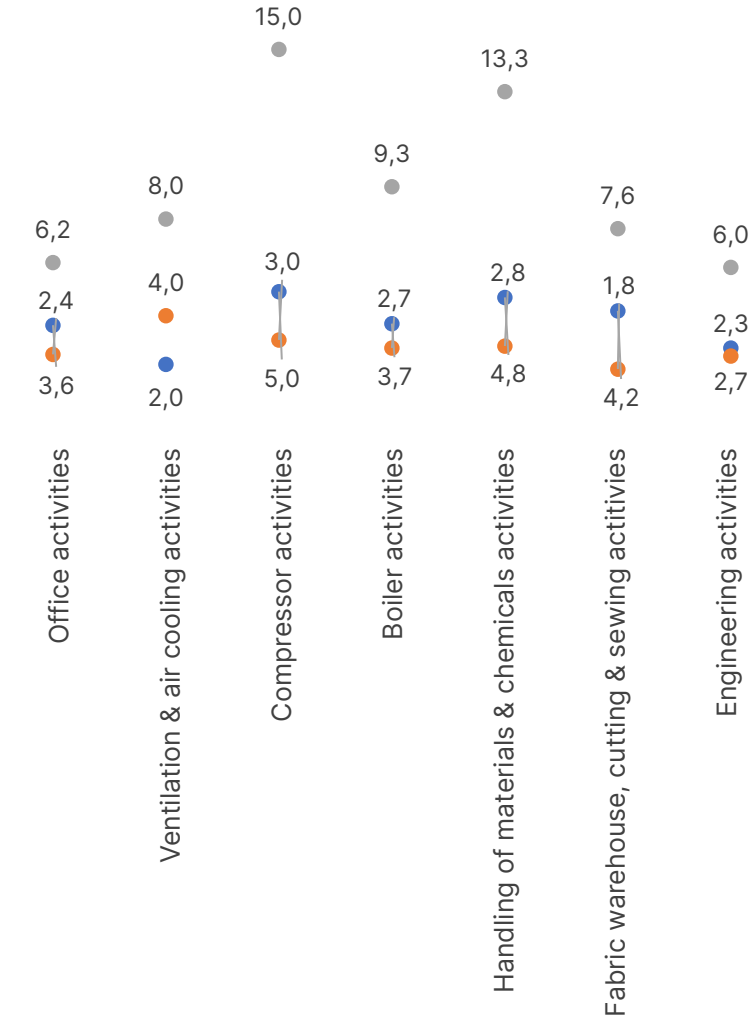
Risks have been assessed by department and are expressed for each activity group.

Risk ratings:

- 1-8** Low probability & severity
- 9-14** Regular probability & severity
- 15-19** High probability & severity
- 20-25** Very high probability & severity

Impact Assessment - Average Ratings

● Average probability ● Average Severity ● Average Risk Rating





Path towards alignment with the UN Global Compact SDGs

The Sustainable Development Goals (SDG's) are instrumental for much needed change and by committing to them, Pedrosa & Rodrigues strives for a deeper impact on the Environment, Communities, Justice and Peace.

When developing this report, a great deal of effort went into understanding each SDG's objective & conceptual framework so the best alignment between Pedrosa & Rodrigues' challenges and the SDG's themselves is achieved. The objective is clear: get the most potential impact possible from our actions and within SDG scope.

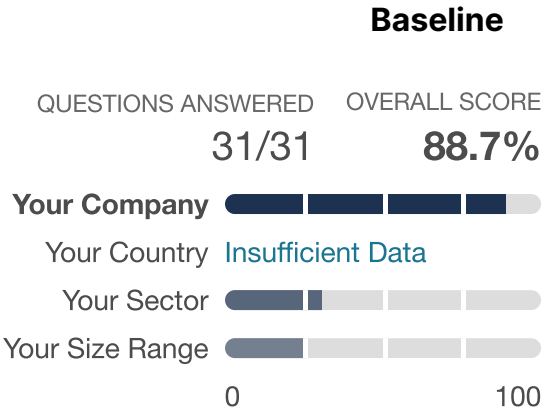
The main tool used for assessing the effectiveness of Pedrosa & Rodrigues impact is the Global Compact's SDG Action Manager tool (B Impact Assessment).

According to the tool, Pedrosa & Rodrigues Baseline Score result is 88.7%.

The SDG Action Manager is an internal management tool designed to help companies self-assess and improve.

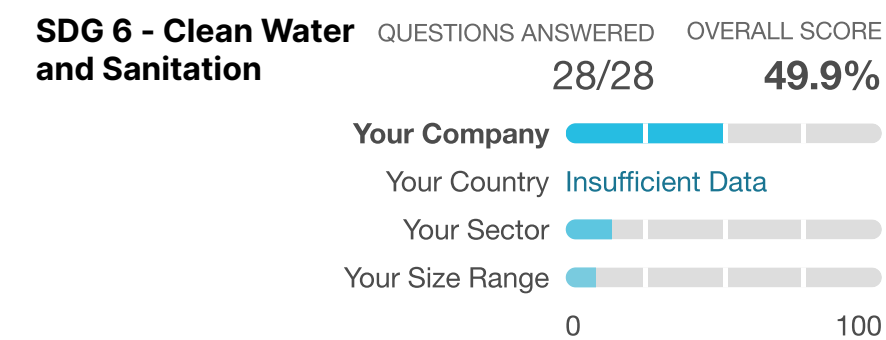
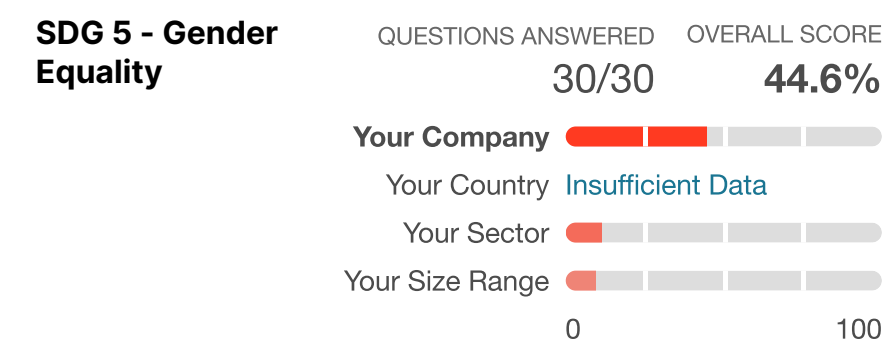
As each module of the SDG Action Manager was completed, a review the performance performance was created.

Benchmarked performance was then broken down by subtopics within each module. This information provided key insights on the existence of areas of strength as well as opportunities for improvement.





The drilled down results per SDG provided by the Global Compact's SDG Action Manager tool are as follows:

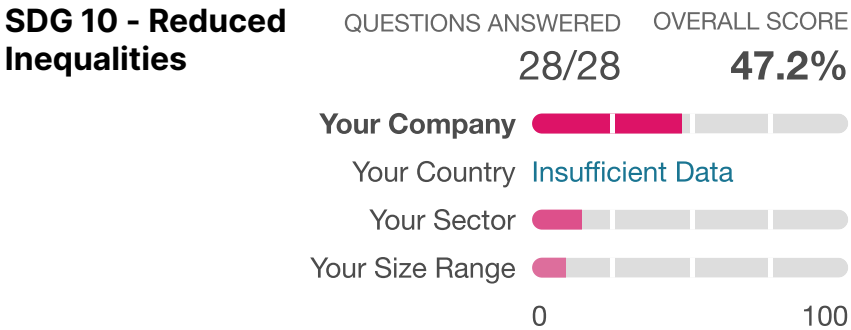
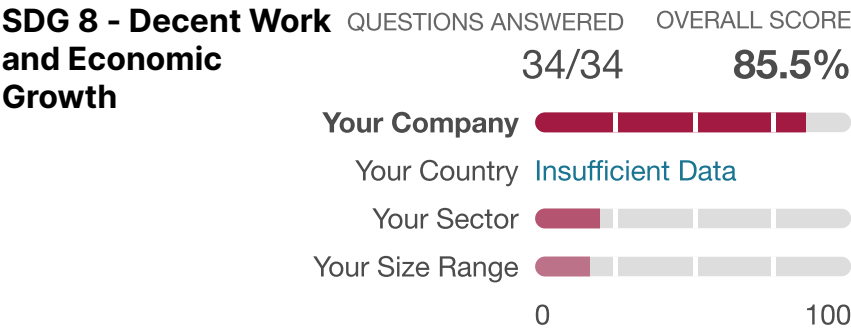
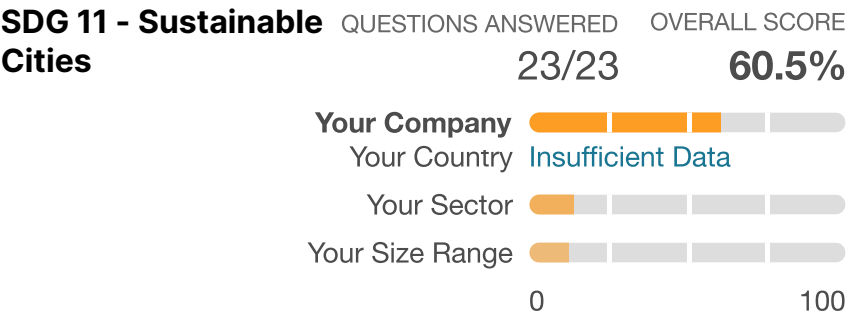




Sustainability Challenges & Development Goals

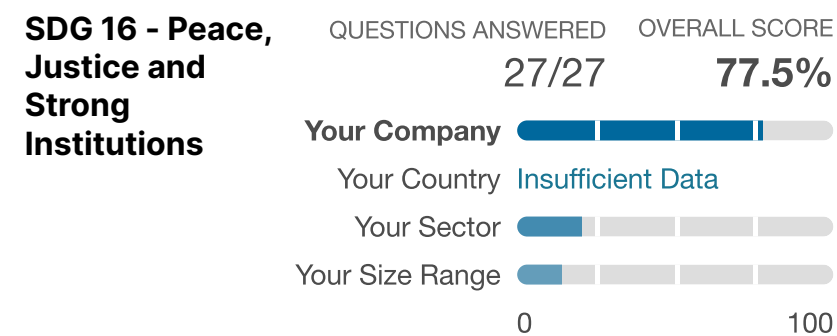
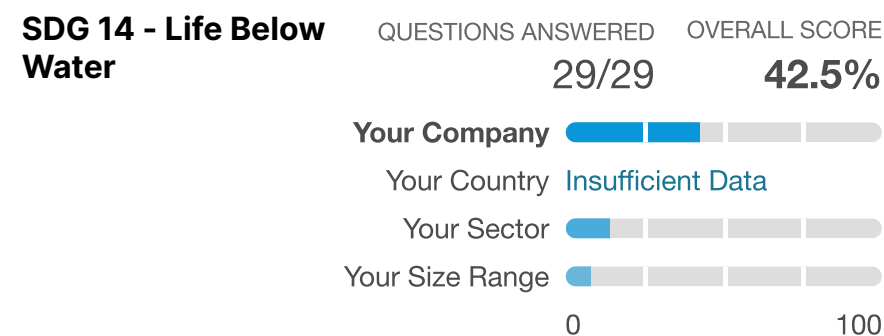
Benchmark per SDG

The drilled down results per SDG provided by the Global Compact’s SDG Action Manager tool are as follows





The drilled down results per SDG provided by the Global Compact's SDG Action Manager tool are as follows:



The remaining SDG's - SDG 2, SDG 3, SDG 5, SDG 6, SDG 7, SDG 10, SDG 13, SDG 14 and SDG 15 - all show above the Sector and above the Size Range performance and overall rate between 32.8% and 60%.

On all of the SDG's the company shows above Sector and/or above Size Range performance.



Sustainability Challenges & Development Goals

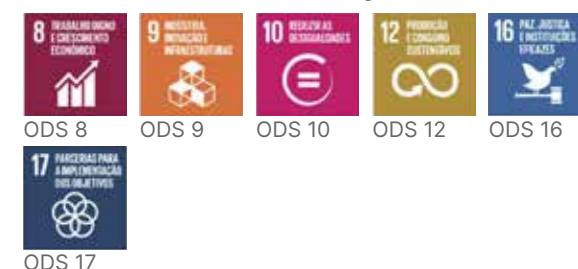
Development Goals Overview

Pedrosa & Rodrigues inline with the United Nations Global Compact Sustainable Development Goals (SDG's) set itself 6 Challenges.

These Challenges are interconnected between Pedrosa & Rodrigues capabilities, culture and identity and the SDG's themselves.

By addressing them, Pedrosa & Rodrigues will be contributing to the improvement of each identified SDG.

Challenge 1 Business sustainability



Challenge 2 Purpose: People & Community



Challenge 3 Partners on the Supply Chain



Challenge 4 Environment & Biodiversity



Challenge 5 Circular Economy



Challenge 6 Digitalization & Efficiency of Operations





Challenge 1 - Business Sustainability

Challenge 1

Business sustainability



Business sustainability for Pedrosa & Rodrigues is about making sure all trade the company is evolved in is in fact sustainable for all the Stakeholders, and this means that the result from that trade must be positive for everyone on the long term.

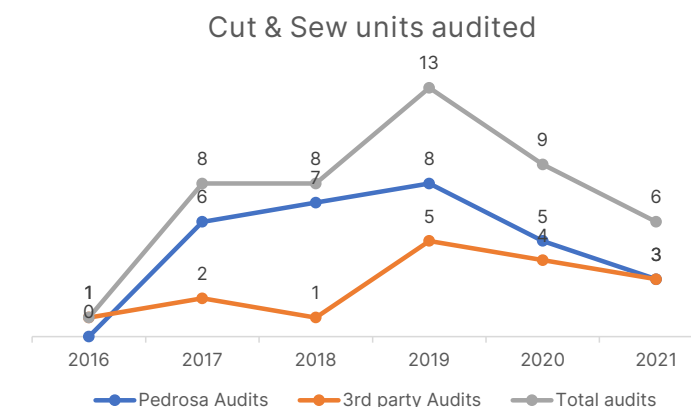
The strategy for Business Sustainability is set around goals on a) Decent work & economic growth, b) Industry, Innovation & Infrastructure, c) Reduced inequalities, d) Sustainable consumption & production, e) Peace, justice & strong institutions and f) Partnership for the goals.

Pedrosa & Rodrigues via a satellite SME provides free expertise in industrial layout and setup for all its subcontractors of cut & sew both in Portugal and in Morocco. By doing so, it aims to assist in developing their industrial capabilities helping them focus on high value added and making the best of labour intensive workplaces.

In addition to the technical side of business, Pedrosa & Rodrigues actively promotes trade under SA8000 standards. This is done through the management system itself and the set of policies all subcontractors must adhere to

(Quality, H&S, Labour, Labour Throughout the Supply Chain, Corporate Ethics Policy, Privacy, Sustainability, Environmental and Corporate Social Responsibility Policies), which actively enforces strict rules, processes and procedures that guarantee SA8000 standards both on the Morocco supply chain and on the Portuguese supply chain as well.

SA8000 certification and management system play an essential role in making sure Pedrosa & Rodrigues adds to the empowerment and promotion of the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status.





Challenge 1 - Business Sustainability

Challenge 1 Business sustainability



The system is aimed at insuring Pedrosa & Rodrigues’ operation and all subcontractors practises guarantee equal opportunity and the elimination of inequalities of outcome, including by eliminating discriminatory laws, policies and practices and promoting appropriate legislation, policies and action in this regard.

It also verified the adoption of policies, especially fiscal, wage and social protection policies on all subcontractors so we can progressively achieve greater equality.

With these we are also assisting with the improvement of regulation and monitoring of global financial markets and institutions and strengthening the implementation of such regulations by **setting an example and being positive contributors to a corporate ecosystem that feedbacks into society.**

400

Number of suppliers required to sign written commitments with SA8000 principles and Pedrosa & Rodrigues policies

The same standards and procedures assist with the goal of promoting peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels as we are contributing to end abuse, exploitation, trafficking and all forms of violence against and torture of children (increasing life quality standards and means of subsistence, as well as protecting women workplaces), contribute to substantially reduce corruption and bribery in all their forms and develop effective, accountable and transparent institutions at all levels.

This is of higher importance when taking into consideration that in Morocco the supply chain consists of large cut & sew production units that employ 99% women. The same employment profile exists in the Portuguese supply chain for cut & sew, which is mostly populated by micro/SME’s located in the vicinity of Pedrosa & Rodrigues HQ.

These companies tend to rely on Pedrosa & Rodrigues for 100% of their turnover.



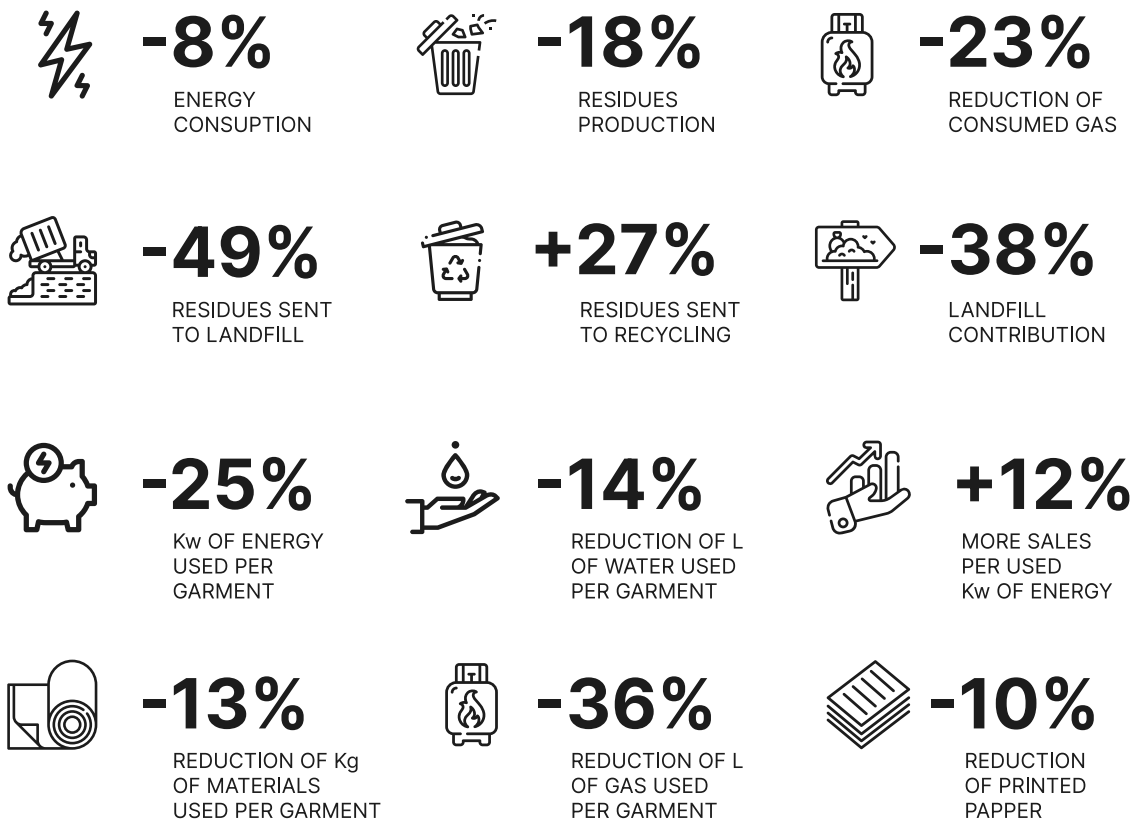
Challenge 1 - Business Sustainability

Challenge 1 Business sustainability



In the multiple equation Business Sustainability is, one must also account for sustainable consumption and production patterns. **We must achieve sustainable management and efficient use of natural resources.**

The final topic on the Business Sustainability challenge are the actions on strengthening domestic resource mobilization, including through international support to developing countries, to improve domestic capacity for tax and other revenue collection which consist on providing information and support to Pedrosa & Rodrigues subcontractors on SEDEX SMETA and SA8000 Compliance, transfer of technology and processes know how to the subcontractors in Morocco and in Portugal and the promotion of exports directly from Morocco to US and UK markets.



2020 Baseline year data. Souce: Pedrosa & Rodrigues EMS



Challenge 2 - Purpose: People & Communities

Challenge 2

Purpose: People & Community



People and communities are at the very heart of Pedrosa & Rodrigues' purpose. Itself being a family run business, we fundamentally believe People, Families, Communities must come first in order for any economic endeavour to last and have a positive impact.

People are the beating heart of our business.

In order to bring positive change to our own communities and the ones we collaborate with abroad, it's important to make sure significant mobilization of resources from whatever source under Pedrosa & Rodrigues' control (including through various forms of cooperation), are adequate and predictable, and are in line with National / Local programmes and/or policies designed to end poverty. With this objective in mind, Pedrosa & Rodrigues by establishing operations in Morocco and by enduring long lasting relationships with locals units and their managers / owners proceeds to contribute to its bulk production as a means for subsistence of large numbers of women and their families.

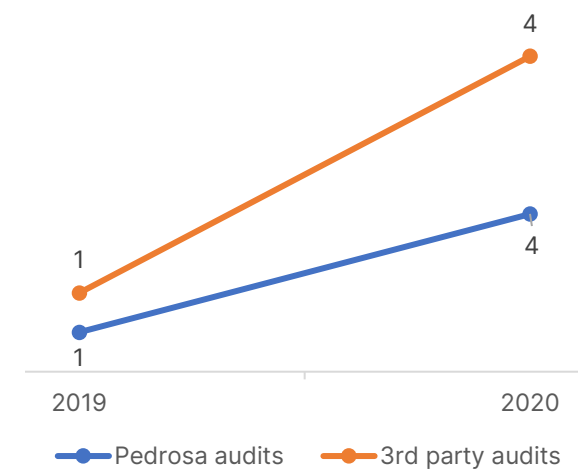
On another scope, Pedrosa & Rodrigues also established close collaboration with ATP and

the Moroccan Textile Association in order to provide visit opportunities to Pedrosa HQ for Moroccan textile entrepreneurs. These visits act as important opportunities for sharing best practises and methodologies that hopefully will trickle down onto work conditions, value added and competitiveness.

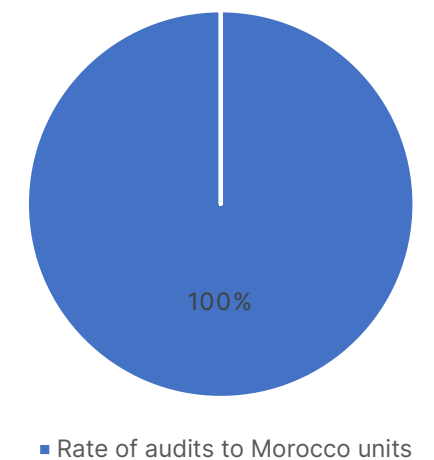
Pedrosa & Rodrigues' operations in Morocco also provide opportunity to aid in alignment with policy frameworks at the national, regional and international levels, based on pro-poor and gender-sensitive development strategies, to support accelerated investment in poverty eradication actions. The main action point in which the company does so is by implementing the **contingency of collaborating only with units that have approved Smeta Audits and proper reporting through SEDEX, thus guaranteeing wage, social security and benefits payment, as well as labour conditions.**

This contingency also assists communities being able to implement nationally appropriate social protection systems and measures for all and on the long run achieve substantial coverage of the poor and the vulnerable.

Audits of Morocco units



3rd party audits / Morocco units





Challenge 2 - Purpose: People & Communities

Challenge 2

Purpose: People & Community



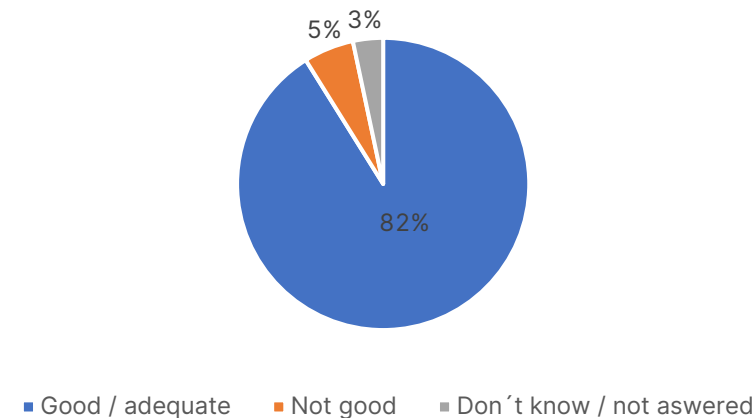
Health coverage is universal on all geographies Pedrosa & Rodrigues operates at, however the company puts in place H&S standards that go above what's expected from local governments and instead it's required from ourselves and applicable subcontractors the compliance with SA8000 standards on the matters in question (with focus on the workplace), plus regular doctor visits for all employees while at work, as well as period health checks.

One other important activity regarding **good health & well-being** is the risk assessment that is periodically carried out on all workstations, as well as regular training for all employees and PPE availability. This approach contributes to strengthening the capacity of all countries Pedrosa & Rodrigues operates in regarding risk reduction and management of national and global health risks.

The final activity reported is the regular employee satisfaction surveys that provide precious information on the staff's good health & well-being (and specially their perception on this subject). With the feedback provided, management then proceeds to report all findings

and act based on them, so all employees can correlate their inputs to management decision making.

Employee survey on H&S work conditions



Education is the foundation of any developed civilization. Any positive impact on Education exponentially adds up to all scopes of life - from work, to personal development, to family life, to society and to the environment. This said, **Education is something that Pedrosa &**

Rodrigues puts its most purpose driven investments and activities into, knowing that it is a positive return equation.

But not only internally, but externally Education plays a pivotal role in ensuring equal access for all women and men to affordable and quality technical, vocational and tertiary education, including university. Also we must contribute to making sure we're aiding the substantial increase of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship. And it goes without saying the need to guarantee the elimination of gender disparities in education and ensure equal access to all levels of education.

Pedrosa & Rodrigues has a tradition of supporting a **Scholarship program available to all employees in order to support them in the progress of their career while making sure it's the individual - not the company - setting the targets for how far each one can go.** Additionally this strategy allows for positive flagging among the staff of the ones having a more focused take on their personal deve-



Challenge 2 - Purpose: People & Communities

Challenge 2

Purpose: People & Community



lopment. **This creates unique opportunities for professional and social upgrades amongst our staff (and consequently amongst the families and communities we impact).**

Pedrosa & Rodrigues also makes available for all Stakeholders the possibility to enroll on **Pedrosa & Rodrigues Erasmus program**. This program allows all stakeholders to spend paid time on our operations floors and on our suppliers/partners operations as well (pending pertinence and availability) in order to better understand the business / industry.

These programs are boosted by the fact that the majority of Pedrosa & Rodrigues's workforce is women.

Pedrosa & Rodrigues has always been very vocal

and affirmative about all related to gender equality and the empowerment of women's rights - again we feel this is a civilizational aspect and it's deemed as foundational to human life and to the purpose of the company.

It's in Pedrosa & Rodrigues' DNA to pursue efforts against all forms of descrimination against women and girls as well as enforcing the adoption of policies and applicability of legislation promoting gender equality and empowerment on all scopes of its activities.

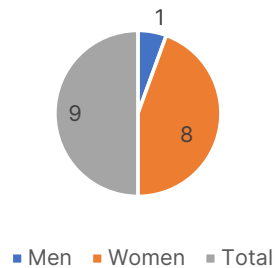
The same applies to the elimination of all forms of violence against all women and girls, including trafficking and sexual and other types of exploitation. The key instrument implemented has been the SA8000 management system (supported by internal audits and SMETA Audits) acting both as a control system and as a policy maker used to spread the best possi-

ble practises. A final remark for the grievance system put in place that is available for all Pedrosa & Rodrigues employees and for all the Stakeholders (you can access it via corporate website too).

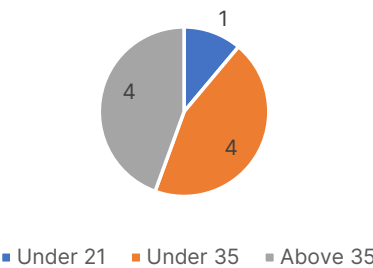
One other important part of the efforts for gender equality and empowerment of women and girls rights is about making sure we have women's full and effective participation and equal opportunities for leadership within all scopes of our activities. Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all

There's another important part of strategic value that aligns with SA8000 principles and activities **the impact of the Morocco supply chain operations, 2)**

Scholarships per gender



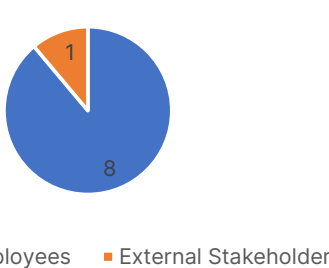
Scholarships per age group



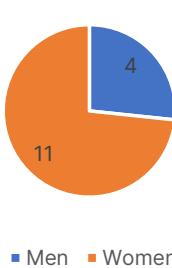
Scholarships per academic level



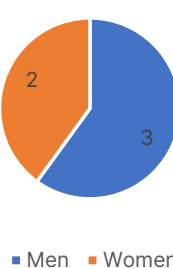
Scholarship beneficiaries



Leadership positions per gender



Management Board composition





Challenge 2 - Purpose: People & Communities

Challenge 2

Purpose: People & Community



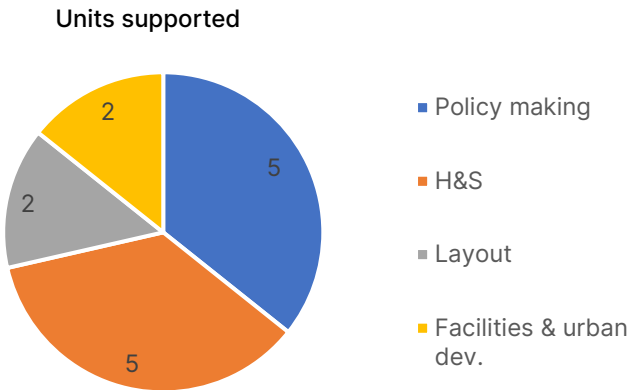
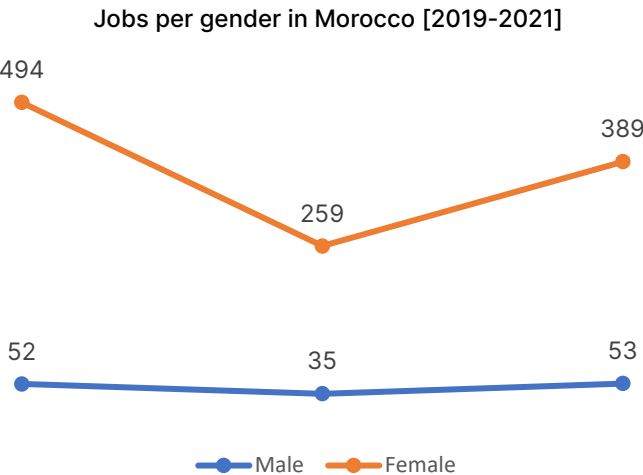
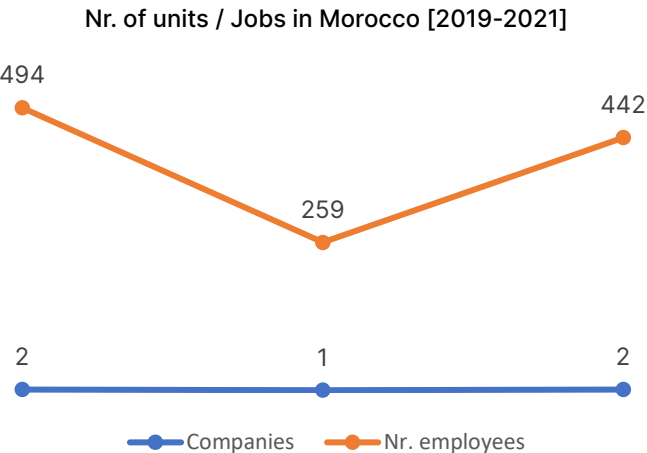
the scope of micro/SME´s in Portugal that gravitate towards Pedrosa & Rodrigues´s trade and Pedrosa & Rodrigues´ management of the local supply chain, and finally 3) the enforced restrictions on sourcing of raw materials.

Pedrosa & Rodrigues Morocco supply chain operations contribute youth employment and training via SA8000 processes/SMETAs implemented at the Morocco units.

Also the impact on the Portuguese supply chain, specifically in regards to the micro/SME´s gravitating towards Pedrosa & Rodrigues exclusively or practically exclusively pose greater responsibility. That responsibility is addressed as **an opportunity to help those companies improve their practises, adopt policies and procedures** inline with protecting labour rights and promote safe and secure working environments for all workers,

including migrant workers, in particular women migrants, and those in precarious employment (if applicable).

The activity around these micro/SME´s bring the added opportunity to support positive economic, social and environmental links between urban, peri-urban and rural areas by creating and sustaining jobs, productive infrastructure with the attached economical ecosystem of social functions, small businesses and community.





Challenge 2 - Purpose: People & Communities

Challenge 2

Purpose: People & Community



There are also efforts towards expanding access to banking, insurance and financial services for all, namely the payment policy to subcontractors that allows payments to be made between 1 and 2 useful days upon invoice receipt - **knowing the cash flow difficulties there companies face, Pedrosa & Rodrigues choses to be a financial enforcer rather than a pressure point** - and all wages being paid by wire transfer so **minimum banking services can be sustained by our employees as well as credit history / scoring**.

There's also a contribution to the eradication of forced labour, modern slavery, human trafficking, child labour, including recruitment and use of child soldiers done by the controlling the sourcing of raw materials throughout the supply chain procuring clear statements from suppliers regarding where raw materials such as fibres are sourced from, namely **not be sourced from the Xinjiang Uyghur Autonomous Region (XUAR)**.

It is widely implemented that Pedrosa & Rodrigues or any 3rd party employed by Pedrosa & Rodrigues at any point may, with no notice, request evidence of such compliance and / or visit supplier facilities without refusal. Any failure to comply will be considered an ethical & trade breach and will result in but not limited to one or a combination of the below actions; a) reduction of orders, b) fines, c) termination of contract.

This vast array of policies, processes and activities also contribute to the empowerment and promotion of social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status, as clearly stated throughout the whole SA8000 management system. It also ensured equal opportunity and reduced inequalities of outcome, eliminating discriminatory policies and practices through the fostering of policies, especially fiscal, wage and social protection policies, and progressively achieving greater equality.

This development goal is also impacted by the business model put in place combining near-shoring for fashion brands with a cluster based supply chain whose outcome results from systemic local procurement practices that allow clear sustainability gains on all ends of the industry.

So, from the perspective of ensuring relevant information and awareness for sustainable development and lifestyles in harmony with nature is made potentially more effective when based on this business model.

Pedrosa & Rodrigues set a challenge around its own purpose: People & Communities. This could not be more ambitious since if the challenge fails, then the company fails too. It's clear this is not a challenge one resolves alone but rather a challenge one contributes to, being a positive element, acting as a company other companies can look up to. However this approach is only valid if it's authentic, embedded in company culture and its leadership. Only this way can we promote peace-

ful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels possible. The SA8000 management system aided by the internal audits and the 3rd party SMETA audits, combined with the rigorous set of policies created and put in place by consistent practises come to play in making abuse, exploitation, trafficking and all forms of violence against and torture very less likely to occur within the scope of our supply chain and impossible within our own activities. The same thing for corruption and bribery in all their forms. This way a contribution is assured on developing effective, accountable and transparent institutions at all levels possible.

A final note to the promotion management did of workers representatives that are involved with the top management decision making, which is periodically related openly to all employees.




Challenge 3 - Partnerships throughout the Supply Chain


Challenge 3

Partners on the Supply Chain



The Portuguese T&C sector's core strength lies in being a cluster based system mainly aggregated around a very small geographic area in the north of Portugal. Its diversity and company atomization are both a limitation and a key asset considering the innovations generated daily. **At Pedrosa & Rodrigues, we became experts in managing this diversity and steering a collaborative supply chain towards added value and relevance to our Clients.** This process is of such intensity and importance that it became one of the cornerstones of Pedrosa & Rodrigues' value proposition. It's then of no surprise to see "supply chain" as one of the challenges primarily dealt with within the scope of this report. Additionally to the importance of the topic for the company, it also presents one of the highest potentials for systemic positive change - **"it's not just Pedrosa & Rodrigues anymore, let's see how far we can go in bringing change to our supply chain"** - and that can only be done through solid partnerships.

On Challenge 2, Purpose  People and Communities we addressed ending poverty and it was shown how we contributed internally. For

Challenge 3  Partnerships on the supply chain, the action points are exactly the same. Pedrosa & Rodrigues wants to lead by example and establish itself as a reference for all within the supply chain. Be someone to look up to, show how it's done, why it's done and assist everyone who wants to be part of this effort, making it a collective effort rather than an individual one.

Pedrosa & Rodrigues requires suppliers to acknowledge our Core Values & Policies, recognizing then that People are the beating heart of every company's business.


Pedrosa & Rodrigues through its Morocco partners proceeds to contribute to its bulk production as a means for subsistence of large numbers of women and their families. On another scope, Pedrosa & Rodrigues also established close collaboration with ATP and the Moroccan Textile Association in order to provide visit opportunities to Pedrosa HQ for Moroccan textile entrepreneurs.

These visits act as important opportunities for sharing best practises and methodologies that

hopefully will trickle down onto work conditions, value added and competitiveness.

Pedrosa & Rodrigues' operations in Morocco are contingent on collaborating only with units that have approved Smeta Audits and proper reporting through SEDEX, thus guaranteeing wage, social security and benefits payment, as well as labour conditions. This contingency also assists communities being able to implement nationally appropriate social protection systems and measures for all and on the long run achieve substantial coverage of the poor and the vulnerable.

All subcontractors comply with SA8000 standards on the matters of Health & Safety (with focus on the workplace), plus regular doctor visits for all employees while at work, as well as periodical health checks.

Challenge 2, Purpose  People and Communities clearly set the scope and objectives Quality Education has. For Challenge 3, again, Pedrosa & Rodrigues aims to be referential and set an example to all on the supply chain. Adding to this, Pedrosa & Rodrigues also makes avai-



Challenge 3 - Partnerships throughout the Supply Chain

Challenge 3 Partners on the Supply Chain



lable for all Stakeholders the possibility to enroll on Pedrosa & Rodrigues Erasmus program. This program allows all stakeholders to spend paid time on our operations floors and on our suppliers/partners operations as well (pending pertinence and availability) in order to better understand the business / industry. **These programs are boosted by the fact that the majority of the portuguese T&C workforce is women.**

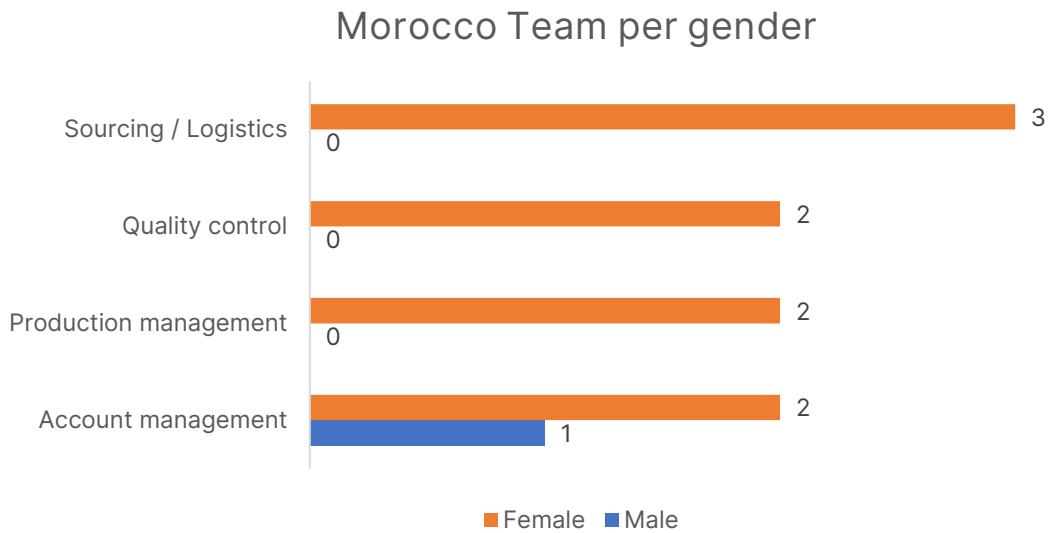
Still within SDG 4 and through the lens of this challenge, Pedrosa & Rodrigues also acts towards ensuring all learners acquire the knowledge and skills needed to promote sustainable development, including, among others, through education for sustainable development and sustainable lifestyles, human rights, gender equality, promotion of a culture of peace and non- violence, global citizenship and appreciation of cultural diversity and of culture's contribution to sustainable development through close collaboration with ATP and the Moroccan Textile Association in order to provide visit opportunities to Pedrosa HQ by Moroccan textile entrepreneurs, sharing best practises and

methodologies. with impact on business culture. Additionally the Morocco leadership in contact with Pedrosa & Rodrigues in Portugal is influenced by Portuguese management and SA8000 procedures with positive effects & change.

Pedrosa & Rodrigues push and rally others to push as well against all forms of discrimination against women and girls as well as enforcing the adoption of policies and applicability of legislation promoting gender equality and empowerment on all scopes of its activities. Also the elimination of all forms of violence against all women and girls, including trafficking and sexual and other types of exploitation are included. **The strategy has always been to use audits (internal & 3rd party) managed through SA8000 standards, combined with close collaboration and openness in tackling whatever difficulties may be found within the supply chain - there is however zero tolerance against operations within our supply base that disrespect SA8000 standards.**

A final remark for the grievance system put

in place that is available for all within the supply chain (you can access it via corporate website too), allowing any individual to reach out to Pedrosa & Rodrigues' top management on CSR related issues.





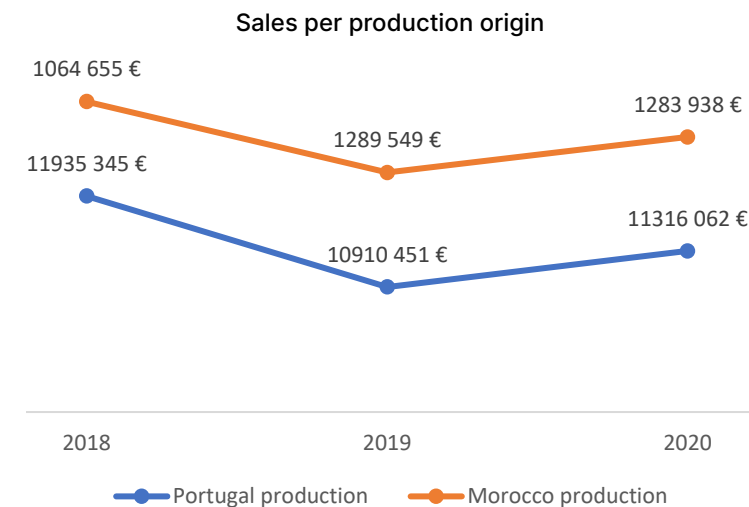
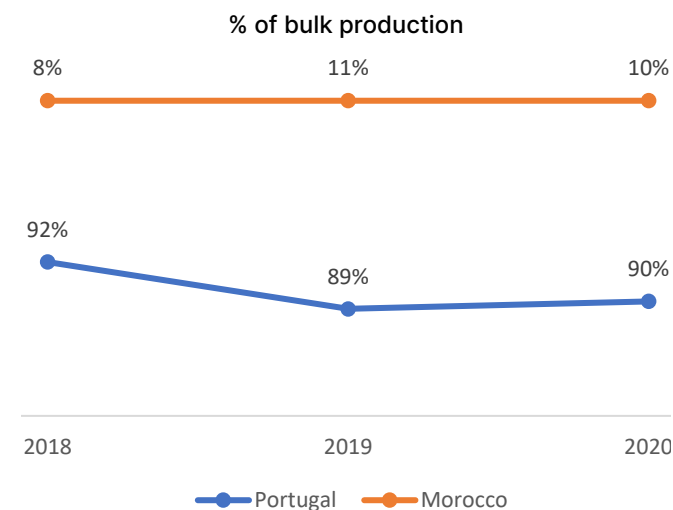
Challenge 3 - Partnerships throughout the Supply Chain

Challenge 3

Partners on the Supply Chain



This challenge also brings positive effects when promoting sustained, inclusive and sustainable economic growth, full and productive employment and decent work through Pedrosa & Rodrigues operations the contribute to sustaining per capita economic growth both in Portugal and in Morocco via the company performance in terms of bulk production output and global sales. Throughout Pedrosa & Rodrigues' 40 year history, higher levels of economic productivity through diversification have been continuously promoted, as well as technological



upgrading and innovation, including by focusing on high- value added. These transformations occur daily through small, but decisive steps, and impact the supply chain to whom Pedrosa & Rodrigues assists in SA8000 compliance, SMETA audit preparation and compliance, Policy making and adoption, technical & technological support and expertise on H&S / Industrial setup related subjects and advance manufacturing techniques / processes.

In continuation of Challenge 2, **Challenge 3 also contributes - within the supply chain scope - to the empowerment and promotion of social,**

economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status, as clearly stated throughout the whole SA8000 management system. It also ensured equal opportunity and reduced inequalities of outcome, eliminating discriminatory policies and practices through the fostering of policies, especially fiscal, wage and social protection policies, and progressively achieving greater equality.

This development goal is also impacted by the business model put in place combining near-shoring for fashion brands with a cluster based supply chain whose outcome results from systemic local procurement practices that allow clear sustainability gains on all ends of the industry. So, from the perspective of ensuring relevant information and awareness for sustainable development and lifestyles in harmony with nature is made potentially more effective when based on this business model.



Challenge 3 - Partnerships throughout the Supply Chain

Challenge 3

Partners on the Supply Chain



List of policies the supply chain adheres to 

- 1) Quality;**
- 2) H&S;**
- 3) Labour;**
- 4) Labour throughout the supply chain;**
- 5) Corporate Ethics;**
- 6) Privacy;**
- 7) Sustainability;**
- 8) Environmental;**
- 9) Corporate Social Responsibility;**
- 10) Security & Access control**
- 11) Code of Conduct.**

Additionally suppliers are also required to comply with an NDA and Data Protection Act.

Pedrosa & Rodrigues strategy of consistently disseminate relevant information to subcontractors regarding SA8000 standards, aiding them to comply and assisting them through audits and the technology and know how transfer that occurs on a daily basis, provides useful contribution to foster triangular regional and international cooperation on and access to science, technology

and innovation and enhanced knowledge shared on mutually agreed terms.

Also as mentioned before, Pedrosa & Rodrigues' collaboration with ATP and the Moroccan Textile Association providing visit opportunities to Pedrosa HQ for Moroccan textile entrepreneurs create opportunities for sharing best practises and methodologies which will then promote the development, transfer, dissemination and diffusion of environmentally sound technologies.

On every partnership Pedrosa & Rodrigues establishes - with dedicated focus to the Morocco partnerships - the collaborative trade framework is rules-based, open, non-discriminatory and multilateral, in line with WTO ruling and Doha Development Agenda. It's crucial to this framework that there's a value split between Pedrosa & Rodrigues and the Moroccan stakeholders.

Pedrosa & Rodrigues is also assisting with the increase of Moroccan exports given that all bulk production is shipped directly to the end markets - namely US and UK.



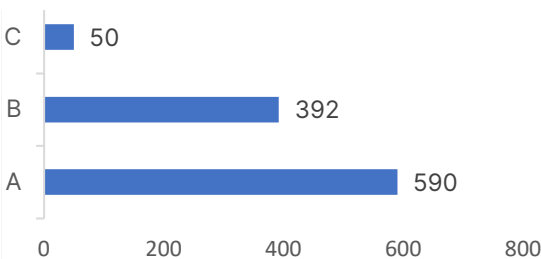
Challenge 4 - Contribute to the protection of the Environment & Biodiversity

Challenge 4 Contribute to the protection of the Environment & Biodiversity



As subintended from Pedrosa & Rodrigues' Purpose, Mission and Values it's essential to the company's existence to have it contributing to substantially reduce the number of deaths and illnesses from hazardous chemicals and air, water and soil pollution and contamination.

SA8000 supply chain compliance



A _ Nr. of suppliers managed
B _ Nr. of suppliers with specific actions
C _ Nr. of supplier with status upgrades

To do so, Pedrosa & Rodrigues implemented a full Environmental Management System (EMS) - for internal operations control - and keeps close collaboration with its suppliers on banned chemicals, environmental and chemicals compliance/certifications, traceability and all under SA8000 / SMETA scopes assuring com-

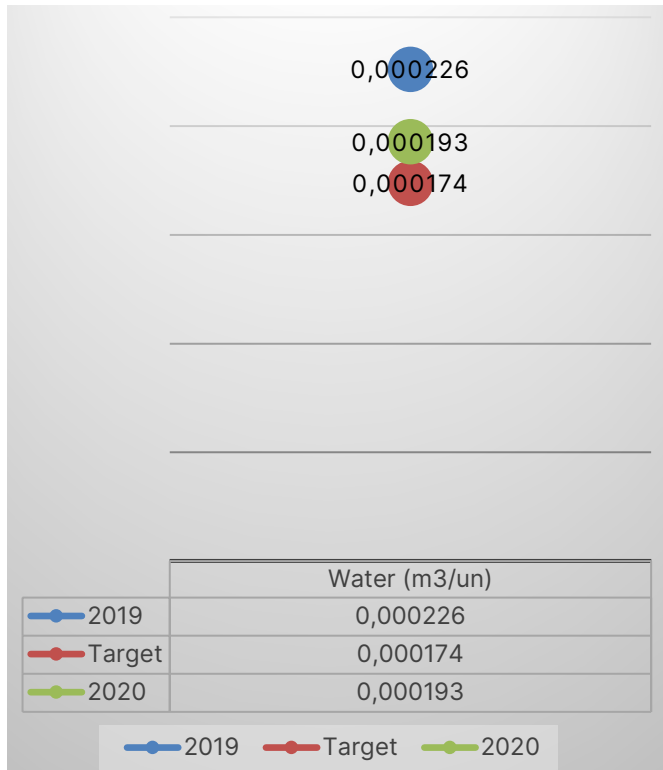
pliance with H&S at the workplace, doctor visits/health checks and any additional National & International applicable legislation. When possible, Pedrosa & Rodrigues aims to work with stakeholders in order to promote the establishment of EMS systems on their own production units so a more wider and systemic approach can be achieved.

A key element of this challenge is the Portuguese supply chain itself (spinning, weaving, dyeing, printing and embroidery) with its vast and comprehensive compliance with strict local and international environmental regulations. It's extremely relevant to point out the existing local culture that very early understood that environmental and biodiversity protection was not only the right thing to do, but it could also be good for business. As a reinforcement, Pedrosa & Rodrigues aims to disseminate its own EMS findings in order to promote the adoption of additional EMS systems throughout its relevant stakeholders.

The systemic implementation of EMS management type systems will effectively contribute to the improvement of water quality by reducing pollution, eliminating dumping and

minimizing release of hazardous chemicals and materials. It's safe to assume there's no untreated wastewater within the Portuguese supply chain but it's clear further effort is needed in order to ensure substantial increase in recycling is achieved.

Water consumption per garment





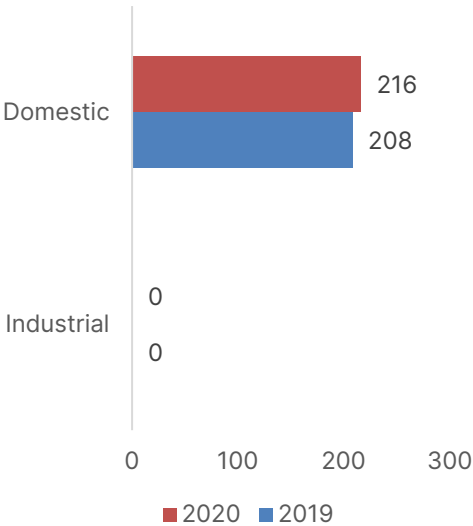
Challenge 4 - Contribute to the protection of the Environment & Biodiversity

Challenge 4 Contribute to the protection of the Environment & Biodiversity



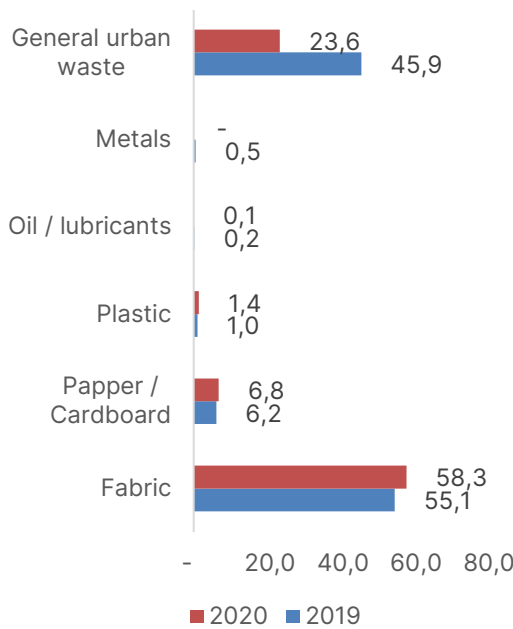
The same will substantially promote water-use efficiency within the industry and ensure sustainable withdrawals and supply of freshwater and therefore aid in addressing water scarcity and substantially reduce the number of people suffering from water scarcity. This said implementing integrated water resources management at the industry level is achieved.

Wastewater discharge per type



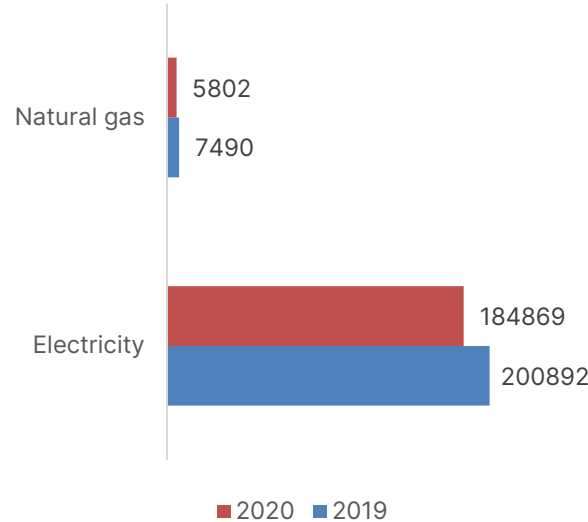
A contribution effort to the protection and restoration of water-related ecosystems, including mountains, forests, wetlands, rivers, aquifers and lakes is carried out directly from the company's strategic option of not placing production in Morocco that imposes local water processes.

Waste sent to recycling



The substantial increase of the renewable energy share in the global energy mix is of the utmost importance to the company not just within its own operations but also as a contribution to this specific SDG. In parallel to this effort, there's the additional course of action on energy efficiency and it's improvement starting from each stakeholder's baseline. As part of the EMS system in place, the company developed kpi's and set base-lines.

Energy mix





Challenge 4 - Contribute to the protection of the Environment & Biodiversity

Challenge 4 Contribute to the protection of the Environment & Biodiversity

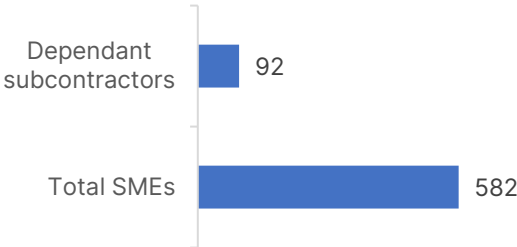


In order to promote the establishment of resilient infrastructure, promote inclusive and sustainable industrialization and foster Innovation, the company prioritizes courses of action that as a group develop quality, reliable, sustainable and resilient infrastructure, including regional and transborder infrastructure, to support economic development and human well-being, with a focus on affordable and equitable access for all namely by the company's supply chain strategy that promotes the **Portuguese Textile Cluster which employs 130.000 people dispersed almost exclusively around Porto in the North of Portugal, with exports reaching as high as 7 Billion euros per year and accounts for close to 20% of the country transformative industry jobs.**

There's also room for efforts that promote inclusive and sustainable industrialization and significantly raise industry's share of employment and gross domestic product, in line with national circumstances, and double its share in least developed countries specifically through its supply chain strategy of sourcing in Portugal for know-how, raw materials, special services and actioning a bulk production capacity mix of 85% in Portugal and 15% in Morocco.

The company's activities in Morocco and in Portugal simultaneously contribute to the access of small-scale industrial and other enterprises, in particular in developing countries such as Morocco (but also with relevance in Portugal too), to financial services, including affordable credit, and their integration into value chains and markets.

Supply chain - exposure to Company sourcing



Another scope of action within SDG 9 Industry, Innovation and Infrastructure is the company actively participating in the upgrade of infrastructure and retrofit industries to make them sustainable, with increased resource-use efficiency and greater adoption of clean and environmentally sound technologies and industrial processes namely the installation of an intelligent facade shading system on its production unit in Portugal, the maintenance

of vast gardened areas around the factory, the maintenance of high soil permeability combined with water stream minimal impact infrastructures, topped with onsite water stream renovation with ecosystem preservation plan developed by the renown Dr. Pedro Teiga from Porto University in Portugal.

Image from the water stream renovation project



On topics as scientific research, upgrade technological capabilities, fostering innovation and increase the number of research and development workers per 1 million people and public and private research and development spending, as well as support domestic technology development, research and innovation (including in developing countries), industrial diversification and value addition to commodities, the company's organic and technological evo-



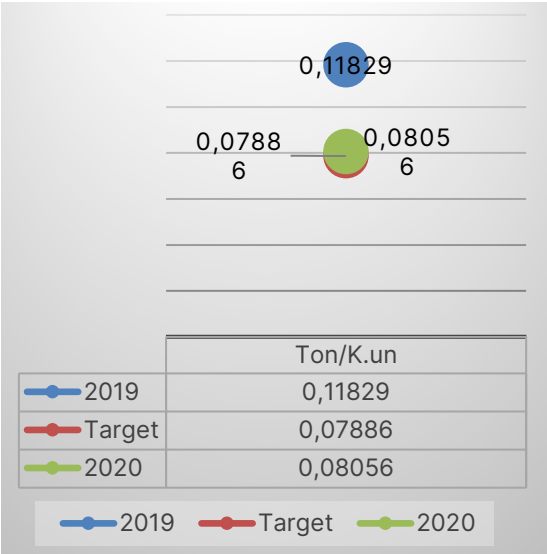
Challenge 4 - Contribute to the protection of the Environment & Biodiversity

Challenge 4 Contribute to the protection of the Environment & Biodiversity



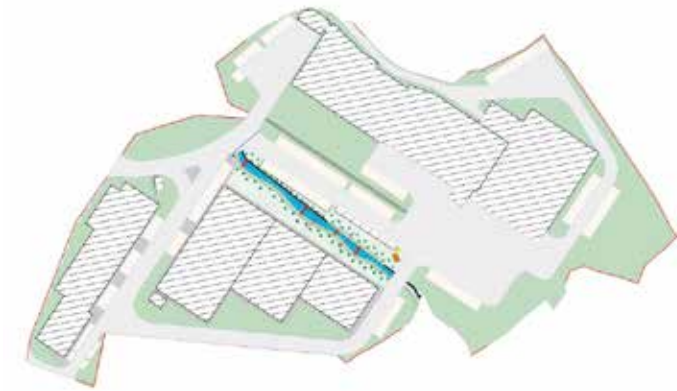
lution has brought research and development activities to the forefront of the company's focus and value proposition. As a result, the company today develops software systems with artificial intelligence, augmented reality, cloud based operations and reporting and gains access to fiscal benefits derived from R&D projects. The way these activities add value to the system is by the positive spread of knowledge, processes and procedures with all the stakeholders.

Waste generation per garment



Waste management is an important part in the process of making cities and human settlement inclusive, safe, resilient and sustainable. As such, the company through its waste management practices contributes to the reduction of the adverse per capita environmental impact of cities, including by paying special attention to air quality and waste management.

Plan view extracted from the Masterplan



The company also assists in supporting positive economic, social and environmental links between urban, peri-urban and rural areas by strengthening national and regional develop-

ment planning namely through the customised urban plan developed for the HQ and the support system it gives its core subcontractors on obtaining permits and assistance in the implementation of infrastructure projects that allow full compliance with the legislation and relevant certifications.

At the core of the company's contribution to the protection of the environment and biodiversity sits and effort already relayed about previously on Business Sustainability on ensuring sustainable consumption and production patterns by achieving the sustainable management and efficient use of natural resources and promote public procurement practices that are sustainable, in accordance with national policies and priorities - please refer to SDG 1 for detailed information of company actions.

There are nonetheless additional playing fields at stake in order to address this challenge.

The management of chemicals carried out contributes to achieve the environmentally sound management of chemicals and all wastes, in accordance with agreed international frameworks, and significantly reduces chemi-



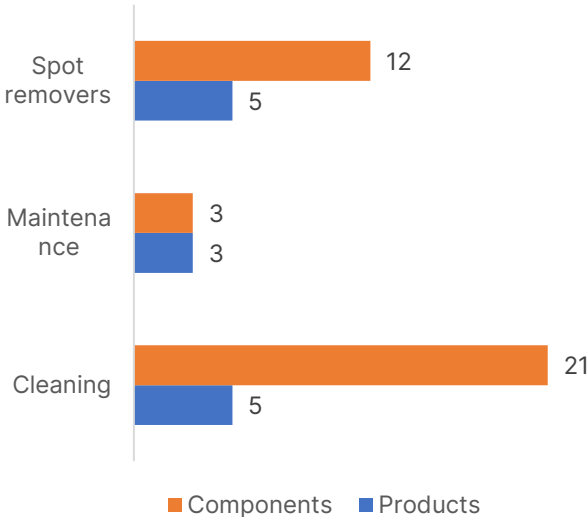
Challenge 4 - Contribute to the protection of the Environment & Biodiversity

Challenge 4 Contribute to the protection of the Environment & Biodiversity



cal release to air, water and soil in order to minimize their adverse impacts on human health and the environment.

Products & components managed (EMS)



Projects on circularity and waste management practises on site contribute to substantially reducing waste generation.

Another relevant aspect that encourages companies to adopt sustainable practices and to integrate sustainability information into their reporting cycle is **a) the open**

communication and interaction between the company and its stakeholders about all EMS related information, especially on traceability and transparency and, b) the company's proactive approach to sustainable product design and the establishment of custom circularity projects made available to our clients, starting as pilot projects and then scaling them up as the market reacts.

Lastly on SDG 12 contribution, the company's sourcing & purchasing strategies and procedures - already disclosed on SDG 1 - bring alignment with the promotion of sustainable public procurement practises inline with national policies and priorities.

The company's implementation of the Environmental Management System combined with the electric fleet, all equipment upgrades and a business model that every day takes a step forward into a "make to order system" that heavily contributes to the prevention of dead stock creation and the promotion of a closer relation between consumer and factory (which po-

tentially will lead to smarter consumption and less natural resources usage). These constitute specific actions to combat climate change and its impacts and that also integrate climate change measures, policies, strategies and planning (SDG 13 - Climate Action / Take urgent action to combat climate change and its impacts).

Such actions also positively influence another angle relating to Life Below Water / Conservation and sustainable use of the oceans, seas and marine resources strengthen by the water saving technology used at the Portuguese supply chain, the water treatment technology that nowadays allow for water to be discharged to the system with the same quality (if not better) that it was initially captured with and the impactful research being carried out on water reuse at dye/finishing stages of the production system.

The ever more widespread demand and use of sustainable natural fibres - eco-vero viscose p.eg. - and natural dyes/finishes result from a strategic effort con-

restoration and sustainable use of terrestrial and inland freshwater ecosystems and their services, in particular forests, wetlands, mountains and drylands as well as promoting the implementation of sustainable management of all types of forests, halt deforestation, restore degraded forests and substantially increase afforestation and reforestation globally.



Challenge 5 - Circular Economy

Challenge 5 Circular Economy



Challenge 5 - Circular Economy is the natural next step on what human consumption must evolve into. It's the natural approach for any hopes in successfully sustaining industrialization and its benefits for mankind while simultaneously containing & reducing its impact on the environment. So it comes as no surprise that the Circular Economy is a proper instrument to promote sustainable cities and communities, sustainable consumption and production, climate action, life below water and life on land - in short **ODS's 11, 12, 13, 14 and 15** in one go.

A good part is this subject has already been contributed to by actions on Challenge 1 - Business Sustainability regarding the Environmental Management System, energy consumption reduction, printed paper consumption reduction, recycling and reducing of fabric consumption which in all aid achieving sustainable management and efficient use of natural resources.

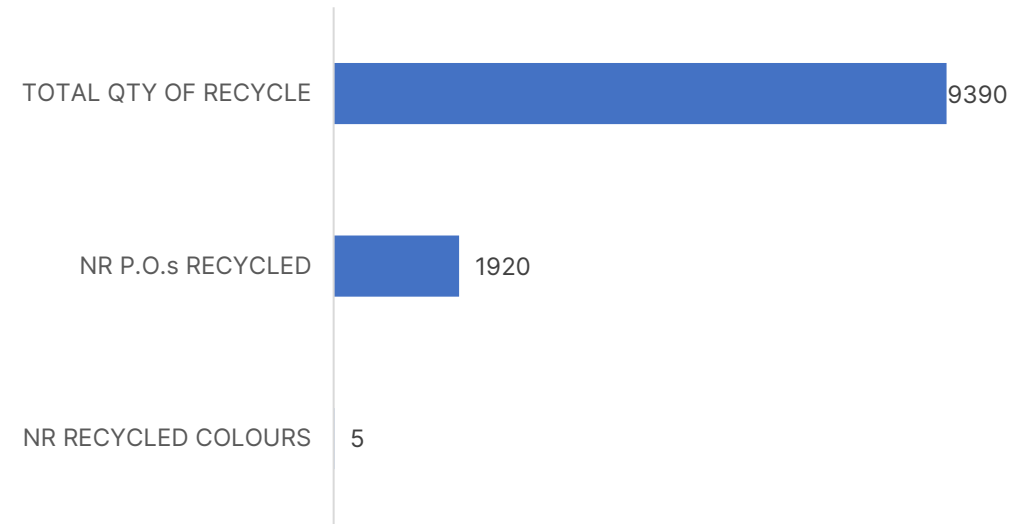
The same occurred on Challenge 4 - Contribute to the protection of the environment and biodiversity on the evermore intense application of sustainable fibres and technologies within the supply chain bringing positive input in

ensure the conservation, restoration and sustainable use of terrestrial and inland freshwater ecosystems and their services, in particular forests, wetlands, mountains and drylands, and also the sustainable management of all types of forests, halt deforestation, restore degraded forests and substantially increase afforestation and reforestation globally.

The company developed an individual approach to circularity. **This approach consists of designing the whole solution from the consumer perspective and then moving backwards technically, step by step, ensuring value is created to all stakeholders and that a solid storyline can be added to the final product.** Without getting into what can be company disclosed information, the ongoing circularity projects start with pre-consumer fabric waste being segregated and then purged of any unwanted physical elements that may occur during the cutting process. The waste is then turned into recycled yarn and then transformed into new fabric - recycled fabric.

From this moment on, the fabric will then be used for any number of different products according to the client's needs.

Circularity projects - pre consumer fabric waste data



These projects are primarily based on cotton fibres and the whole process of recycling until the greige fabric stage is completely water free. The savings rate goes as far as 100% of the waste of cotton fabric in single fibre yarn. The waste itself (pre circularity) amounts to approximately 20% of the total fabric used, so circularity plays an important role in giving that waste a new purpose while adding another cycle to it before it's destined for lesser qua-



Challenge 5 - Circular Economy

Challenge 5 Circular Economy



A CIRCULARITY PROJECT IN NUMBERS

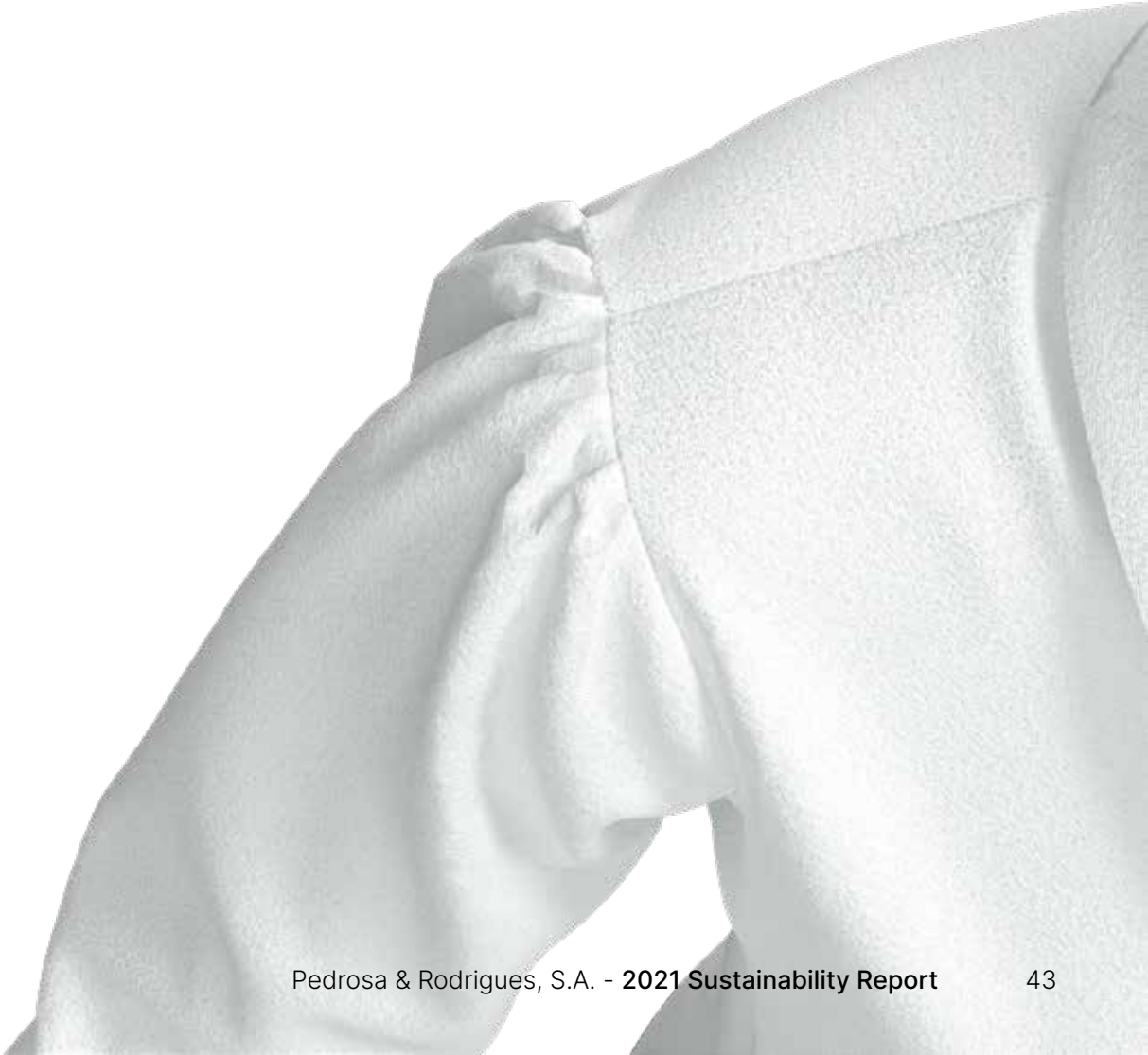
Original fabric	3333	kg
Raw fibres resulting from waste	480	kg
New fibres to add	480	kg
Total raw yarn	960	kg
Spinned yarn	816	kg
Recycled fabric	734	kg

Original, pre recycled, tops	15062	units
New tops - circular	2469	units

Original, pre recycled, dresses	6667	units
New dresses - circular	1111	units

cities and human settlements inclusive, safe, resilient and sustainable by helping in the reduction of environmental impact of cities, including by paying special attention to air quality and municipal and other waste management. There's also contribution on climate change and its impacts by inte-

grating change measures regarding policies, strategies and planning. The last contribution acts on conservation and sustainable use of the oceans, seas and marine resources within a framework of sustainable development by preventing and significantly reducing marine pollution of all kinds, in particular from land-based activities such as dye, including marine debris and nutrient pollution.





Challenge 6 - Digitalization & Operations Efficiency

Challenge 6 Digitalization & Efficiency of Operations

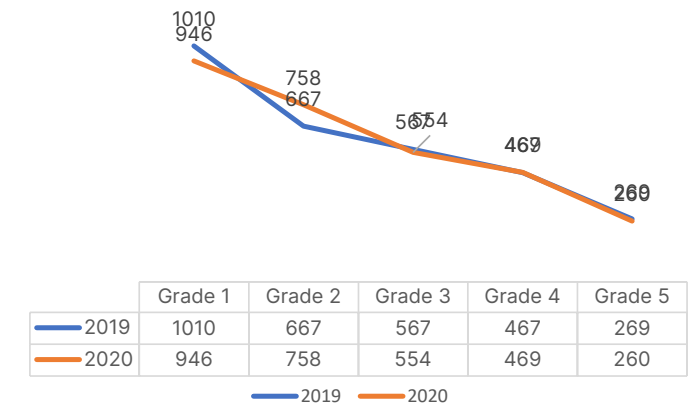


Since its birth in 1982 the company has developed continuous efforts on operations efficiency and for the last years underwent a massive transformation with an evermore increase of digitalization throughout all areas of its operations. Digitalization is today the company's operational backbone and represents today the transversal framework where improvements will be achieved on SDG's 8 - Decent work and economic growth, 9 - Industry innovation and infrastructure and 17 - Partnership's for the goals.

The promotion of sustained, inclusive and sustainable economic growth with full and productive employment and decent work for all comes, within this challenge, essentially from ensuring higher levels of economic productivity through diversification, technological upgrading and innovation, including through a focus on high-value added especially within our sector typically labour-intensive. This is done through the company's SA8000 Corporate Social Responsibility Management System, the company's Ethics Policy, the continuous support and expertise on health & safety plus industrialization being shared with all the subcontractor network, the

management of the Moroccan supply chain and the continuous support of small scale businesses locally. This also provides improvement on global resource efficiency in consumption and production and endeavour to decouple economic growth from environmental degradation triggered by smarter business models such as make-to-order, pre and post consumer circularity products and production flexibility with faster lead times and minimal MOQs that bring more responsiveness to market demands and mitigate the risk of overstocking.

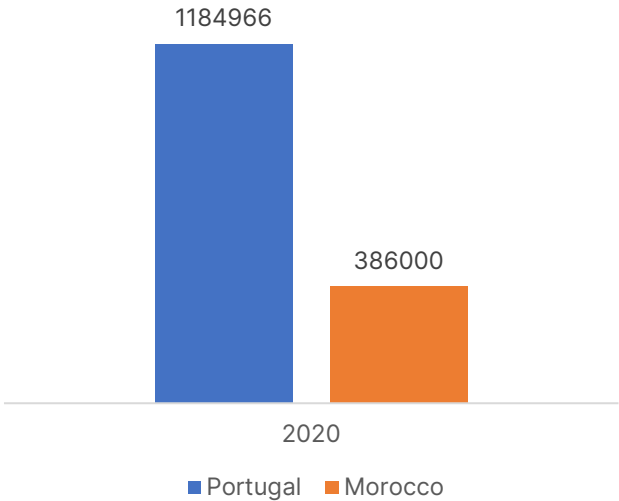
Order average QTY per style complexity



The pursuit of this challenge also brings contribution to building resilient infrastructure,

promoting inclusive and sustainable industrialization and fostering innovation through the company's supply chain strategy that promotes the Portuguese textile cluster while contributing to the Moroccan textile cluster development. The raise in the industry's share of employment and gross domestic product, in line with national circumstances, and the share in Morocco, together with the access increase of small-scale industrial in Portugal and Morocco, to financial services and their integration into value chains is made easier

Bulk production per source, 2020





Challenge 6 - Digitalization & Operations Efficiency

Challenge 6

Digitalization & Efficiency of Operations



with the evolution of the business model and the supply chain strategy where small-scale subcontractors play an increasingly important role and the Moroccan subcontractors play an important role in the company's strategy and sustainability on the long run.

As elaborated in the Challenge 1 - Business Sustainability and Challenge 4 - Environment & Biodiversity, the supply chain strategy and management together with the enhanced and intelligent building solutions put in place, the minimal impact on existing water streams and the ecosystems development promoted by our site's planning, bring direct contribution in the infrastructure upgrade and retrofit industries to make them sustainable, with increased resource-use efficiency and greater adoption of clean and environmentally sound technologies and industrial processes, with all countries taking action in accordance with their respective capabilities.

Research and development operations have been gaining momentum within the shaping of the company's business model and value proposition. Sample production management solutions, heavily digitized with AI integration,



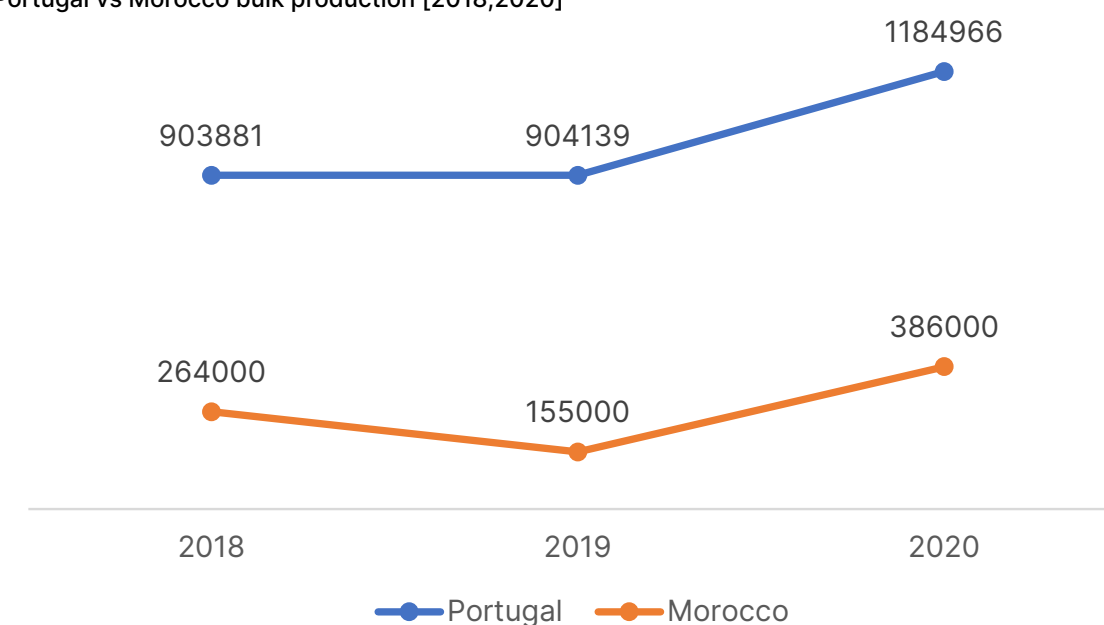
Photo of company's HQ - intelligent shading

quality control with augmented reality technology, and cloud-based quality control reporting brought the company to new technical and technological horizons. These innovations are then shared within the company's operational ecosystem thus encouraging innovation and substantially increasing the number of research and development workers per 1 million people and public and private research and

development spending. It also supports domestic technology development, research and innovation in developing countries, including by ensuring a conducive policy environment for, inter alia, industrial diversification and value addition to commodities.

The company's long term operation in Morocco relies on long term Moroccan partnerships (since 2000) based on trust, integration of value and strong reliability as far as the production outcome goes. The Morocco partners have been evolving with the company throughout these 10 years on a balanced relationship contributes to the promotion of a universal, rules-based, open, nondiscriminatory and equitable multilateral trading system under the World Trade Organization, including through the conclusion of negotiations under its Doha Development Agenda, ensuring we're helping strengthen the means of implementation and revitalize the Global Partnership for Sustainable Development.

Portugal vs Morocco bulk production [2018;2020]





GRI Table - General

Discloser number	Disclose Title	Disclose description	Information	Page
102-1	Name of the organization	a. Name of the organization	PEDROSA&RODRIGUES, SA	
102-2	Activities, brands, products, and services	a. A description of the organization's activities b. Primary brands, products, and services, including an explanation of any products or services that are banned in certain markets		5 - 11
102-3	Location of headquarters	a. Location of the organization's headquarters	Rua dos Escuteiros, nº 42, Gilmonde 4755-231 Barcelos, Portugal	
102-4	Location of operations	a. Number of countries where the organization operates, and the names of countries where it has significant operations and/or that are relevant to the topics covered in the report	All productions facilities are located in nothern Portugal	
102-5	Ownership and legal form	a. Nature of ownership and legal form	Private company	
102-6	Markets served	a. Markets served, including: i. Geographic locations where products and services are offered; ii. Sectors served; iii. Types of costumers and beneficiaries		10
102-7	Scale of the organization	a. Scale of the organization, including: i. Total number of employees; ii. Total number of operations; iii. Net sales (for private sector organizations) or net revenues (for public sector organizations); iv. Total capitalization (for private sector organizations) broken down in terms of debt and equity; v. quantity of products or services provided.		5 - 11
102-8	Information on employees and other workers		102 employees, all permanent, 17% male	
			All employees reside in northern Portugal. Data constantly updated by HR team	
102-9	Supply chain	a. A description of the organization's supply chain, including its main elements as they relate to the organization's activities, primary brands, products, and services	Product development, yarn, fabric, dye, print and embroidery - Portugal; cut & sew - Portugal & Marocco	
102-10	Significant changes to the organization and its supply chain	a. Significant changes to the organization's size, structure, ownership, or supply chain, including: i. Changes in the location of, or charges in, operation, including facility openings, closing, and expansions; ii. Changes in the share capital structure and other capital formation, maintenance, and alteration operations (for private sector organizations); iii. Changes in the location of suppliers, the structure of the supply chain, or relationship with suppliers, including selection and termination.		7



GRI Table - General

Discloser number	Disclose Title	Disclose description	Information	Page
102-11	Precautionary Principle or approach	Whether and how the organization applies the Precautionary Principle or approach	Not applicable to Pedrosa & Rodrigues	
102-12	External initiatives	a. A list of externally-developed economic, environmental and social charters, principles, or other initiatives to which the organization subscribes, or which it endorses		12
102-13		a. A list of the main memberships of industry or other associations, and national or international advocacy organizations		12
102-14	Statement from senior decision-maker	a. A statement from the most senior decision-maker of the organization (such as CEO, chair, or equivalent senior position) about the relevance of sustainability to the organization and its strategy for addressing sustainability		4 & 14
102-15	Key impacts, risks, and opportunities	a. A description of key impacts, risks, and opportunities		19
102-16	Values, principles, standards, and norms of behavior	a. A description of the organization's values, principles, standards, and norms of behavior		8 - 9
102-17	Mechanisms for advice and concerns about ethics	a. A description of internal and external mechanisms for: i. seeking advice about ethical and lawful behavior, and organizational integrity; ii. reporting concerns about unethical or unlawful behavior, and organizational integrity	Yes, through SA8000 Certification	
102-18	Governance structure	a. Governance structure of the organization, including committees of the highest governance body. b. Committees responsible for decision-making on economic, environmental, and social topics.	Management Board + Social Development Team + H&S Committee	
102-25	Conflicts of interest	a. Processes for the highest governance body to ensure conflicts of interest are avoided and managed. b. Whether conflicts of interest are disclosed to stakeholders, including, as a minimum: i. Cross-board membership; ii. Cross-shareholding with suppliers and other stakeholders; iii. Existence of controlling shareholder; iv. Related party disclosures.	Familiy run business. All conflits of interest are adressed at the management board level	
102-26	Role of highest governance body in setting purpose, values, and strategy	a. Highest governance body's and senior executives' roles in the development, approval, and updating of the organization's purpose, value or mission statements, strategies, policies, and goals related to economic, environmental, and social topics	Management Board	
102-28	Evaluating the highest governance body's performance	a. Processes for evaluating the highest governance body's performance with respect to governance of economic, environmental, and social topics. b. Whether such evaluation is independent or not, and its frequency. c. Whether such evaluation is a self-assessment. d. Actions taken in response to evaluation of the highest governance body's performance with respect to governance of economic, environmental, and social topics, including, as a minimum, changes in membership and organizational practice	Management Board. Evaluation is periodic and executed via self-assessment	



GRI Table - General

Discloser number	Disclose Title	Disclose description	Information	Page
102-29	Identifying and managing economic, environmental, and social impacts	a. Highest governance body's role in identifying and managing economic, environmental, and social topics and their impacts, risks, and opportunities – including its role in the implementation of due diligence processes. b. Whether stakeholder consultation is used to support the highest governance body's identification and management of economic, environmental, and social topics and their impacts, risks, and opportunities.	Corporate Social Responsibility manager which then reports to the Management Board	
102-30	Effectiveness of risk management processes	a. Highest governance body's role in reviewing the effectiveness of the organization's risk management processes for economic, environmental, and social topics	Corporate Social Responsibility manager which then reports to the Management Board	
102-31	Review of economic, environmental, and social topics	a. Frequency of the highest governance body's review of economic, environmental, and social topics and their impacts, risks, and opportunities	Yearly	
102-32	Highest governance body's role in sustainability reporting	a. The highest committee or position that formally reviews and approves the organization's sustainability report and ensures that all material topics are covered	Corporate Social Responsibility manager	
102-33	Communicating critical concerns	a. Process for communicating critical concerns to the highest governance body	SA8000	
102-34	Nature and total number of critical concerns	a. Total number and nature of critical concerns that were communicated to the highest governance body. b. Mechanism(s) used to address and resolve critical concerns.	a. 0; b. Grievance procedure	
102-40	List of stakeholder groups	a. A list of stakeholder groups engaged by the organization	ISO9001 system identifies Stakeholders	
102-41	Collective bargaining agreements	a. Percentage of total employees covered by collective bargaining agreements	Not applicable to Pedrosa & Rodrigues because the CBA was declared extinct by ATP	
102-42	Identifying and selecting stakeholders	a. The basis for identifying and selecting stakeholders with whom to engage	ISO9001 system identifies Stakeholders	
102-45	Entities included in the consolidated financial statements	a. A list of all entities included in the organization's consolidated financial statements or equivalent documents. b. Whether any entity included in the organization's consolidated financial statements or equivalent documents is not covered by the report.	PEDROSA&RODRIGUES, SA	
102-46	Defining report content and topic Boundaries	a. An explanation of the process for defining the report content and the topic Boundaries.	1) Set baseline; 2) Set Challenges that promote improvements on SDG's	3
		b. An explanation of how the organization has implemented the Reporting Principles for defining report content.		
102-47	List of material topics	a. A list of the material topics identified in the process for defining report content.		20
102-48	Restatements of information	a. The effect of any restatements of information given in previous reports, and the reasons for such restatements.	None	
102-49	Changes in reporting	a. Significant changes from previous reporting periods in the list of material topics and topic Boundaries.	None	
102-50	Reporting period	a. Reporting period for the information provided	2020	
102-51	Date of most recent report	a. If applicable, the date of the most recent previous report	Nov. 2019	
102-51	Reporting cycle	a. Reporting cycle	Annual	



GRI Table - General

Discloser number	Disclose Title	Disclose description	Information	Page
102-53	Contact point for questions regarding the report	a. The contact point for questions regarding the report or its contents.	csr@pedrosa-rodrigues.pt	
102-54	Claims of reporting in accordance with the GRI Standards	a. The claim made by the organization, if it has prepared a report in accordance with the GRI Standards	This report has been prepared in accordance with the GRI Standards: Core option	
102-55	GRI content index	a. The GRI content index, which specifies each of the GRI Standards used and lists all disclosures included in the report. b. For each disclosure, the content index shall include: i. the number of the disclosure (for disclosures covered by the GRI Standards); ii. the page number(s) or URL(s) where the information can be found, either within the report or in other published materials; iii. if applicable, and where permitted, the reason(s) for omission when a required disclosure cannot be made.	GRI Standards: Core option	
102-56	External assurance	a. A description of the organization's policy and current practice with regard to seeking external assurance for the report. b. If the report has been externally assured: i. A reference to the external assurance report, statements, or opinions. If not included in the assurance report accompanying the sustainability report, a description of what has and what has not been assured and on what basis, including the assurance standards used, the level of assurance obtained, and any limitations of the assurance process; ii. The relationship between the organization and the assurance provider; iii. Whether and how the highest governance body or senior executives are involved in seeking external assurance for the organization's sustainability report.	Not applicable to Pedrosa & Rodrigues	



GRI Table - Energy

Discloser number	Disclose Title	Disclose description	Information	Page
302-1	Energy consumption within the organization	<p>a. Total fuel consumption within the organization from non-renewable sources, in joules or multiples, and including fuel types used.</p> <p>b. Total fuel consumption within the organization from renewable sources, in joules or multiples, and including fuel types used.</p> <p>c. In joules, watt-hours or multiples, the total:</p> <p>i. electricity consumption</p> <p>ii. heating consumption</p> <p>iii. cooling consumption</p> <p>iv. steam consumption</p> <p>d. In joules, watt-hours or multiples, the total:</p> <p>i. electricity sold</p> <p>ii. heating sold</p> <p>iii. cooling sold</p> <p>iv. steam sold</p> <p>e. Total energy consumption within the organization, in joules or multiples.</p> <p>f. Standards, methodologies, assumptions, and/or calculation tools used.</p> <p>g. Source of the conversion factors used.</p>	Present in this report. For further information please consult the Environmental Management System (EMS) report.	15
302-2	Energy consumption outside of the organization	<p>a. Energy consumption outside of the organization, in joules or multiples.</p> <p>b. Standards, methodologies, assumptions, and/or calculation tools used.</p> <p>c. Source of the conversion factors used.</p>	N.A.	
302-3	Energy intensity	<p>a. Energy intensity ratio for the organization;</p> <p>b. Organization-specific metric (the denominator) chosen to calculate the ratio;</p> <p>c. Types of energy included in the intensity ratio; whether fuel, electricity, heating, cooling, steam, or all;</p> <p>d. Whether the ratio uses energy consumption within the organization, outside of it, or both.</p>	Present in this report. For further information please consult the Environmental Management System (EMS) report.	15
302-4	Reduction of energy consumption	<p>a. Amount of reductions in energy consumption achieved as a direct result of conservation and efficiency initiatives, in joules or multiples.</p> <p>b. Types of energy included in the reductions; whether fuel, electricity, heating, cooling, steam, or all.</p> <p>c. Basis for calculating reductions in energy consumption, such as base year or baseline, including the rationale for choosing it.</p> <p>d. Standards, methodologies, assumptions, and/or calculation tools used.</p>		15
302-5	Reductions in energy requirements of products and services	<p>a. Reductions in energy requirements of sold products and services achieved during the reporting period, in joules or multiples.</p> <p>b. Basis for calculating reductions in energy consumption, such as base year or baseline, including the rationale for choosing it.</p> <p>c. Standards, methodologies, assumptions, and/or calculation tools used.</p>		15



GRI Table - Water

Discloser number	Disclose Title	Disclose description	Information	Page
303-1	Interactions with water as a shared resource	<p>a. A description of how the organization interacts with water, including how and where water is withdrawn, consumed, and discharged, and the water-related impacts caused or contributed to, or directly linked to the organization's activities, products or services by a business relationship (e.g., impacts caused by runoff).</p> <p>b. A description of the approach used to identify water-related impacts, including the scope of assessments, their timeframe, and any tools or methodologies used.</p> <p>c. A description of how water-related impacts are addressed, including how the organization works with stakeholders to steward water as a shared resource, and how it engages with suppliers or customers with significant water-related impacts.</p> <p>d. An explanation of the process for setting any water-related goals and targets that are part of the organization's management approach, and how they relate to public policy and the local context of each area with water stress.</p>	Present in this report. For further information please consult the Environmental Management System (EMS) report.	15
303-5	Water consumption	<p>a. Total water consumption from all areas in megaliters.</p> <p>b. Total water consumption from all areas with water stress in megaliters.</p> <p>c. Change in water storage in megaliters, if water storage has been identified as having a significant water-related impact.</p> <p>d. Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used, including whether the information is calculated, estimated, modeled, or sourced from direct measurements, and the approach taken for this, such as the use of any sector-specific factors.</p>	Present in this report. For further information please consult the Environmental Management System (EMS) report.	15



GRI Table - Waste

Discloser number	Disclose Title	Disclose description	Information	Page
306-1	Waste generation and significant waste-related impacts	a. For the organization's significant actual and potential waste-related impacts, a description of: i. the inputs, activities, and outputs that lead or could lead to these impacts; ii. whether these impacts relate to waste generated in the organization's own activities or to waste generated upstream or downstream in its value chain.	Present in this report. For further information please consult the Environmental Management System (EMS) report.	16
306-2	Management of significant waste-related impacts	a. Actions, including circularity measures, taken to prevent waste generation in the organization's own activities and upstream and downstream in its value chain, and to manage significant impacts from waste generated. b. If the waste generated by the organization in its own activities is managed by a third party, a description of the processes used to determine whether the third party manages the waste in line with contractual or legislative obligations. c. The processes used to collect and monitor waste-related data.	Present in this report. For further information please consult the Environmental Management System (EMS) report.	16
306-3	Waste generated	a. Total weight of waste generated in metric tons, and a breakdown of this total by composition of the waste. b. Contextual information necessary to understand the data and how the data has been compiled	Present in this report. For further information please consult the Environmental Management System (EMS) report.	16
306-4	Waste diverted from disposal	a. Total weight of waste diverted from disposal in metric tons, and a breakdown of this total by composition of the waste. b. Total weight of hazardous waste diverted from disposal in metric tons, and a breakdown of this total by the following recovery operations: i. Preparation for reuse; ii. Recycling; iii. Other recovery operations. c. Total weight of non-hazardous waste diverted from disposal in metric tons, and a breakdown of this total by the following recovery operations: i. Preparation for reuse; ii. Recycling; iii. Other recovery operations. d. For each recovery operation listed in Disclosures 306-4-b and 306-4-c, a breakdown of the total weight in metric tons of hazardous waste and of non-hazardous waste diverted from disposal: i. onsite; ii. offsite. e. Contextual information necessary to understand the data and how the data has been compiled.	Present in this report. For further information please consult the Environmental Management System (EMS) report.	16



GRI Table - HR

Discloser number	Disclose Title	Disclose description	Information	Page
401-1	New employee hires and employee turnover	a. Total number and rate of new employee hires during the reporting period, by age group, gender and region. b. Total number and rate of employee turnover during the reporting period, by age group, gender and region.	a. 3 women + 2 men, between 20-39 years old b. Rate 3%, 2 women + 1 man, between 30-39 years old	
401-3	Parental leave	a. Total number of employees that were entitled to parental leave, by gender. b. Total number of employees that took parental leave, by gender. c. Total number of employees that returned to work in the reporting period after parental leave ended, by gender. d. Total number of employees that returned to work after parental leave ended that were still employed 12 months after their return to work, by gender. e. Return to work and retention rates of employees that took parental leave, by gender.	2020, 1 woman	
402-1	Minimum notice periods regarding operational changes	a. Minimum number of weeks' notice typically provided to employees and their representatives prior to the implementation of significant operational changes that could substantially affect them. b. For organizations with collective bargaining agreements, report whether the notice period and provisions for consultation and negotiation are specified in collective agreements.	1 month minimum	



GRI Table - Health & Safety

Discloser number	Disclose Title	Disclose description	Information	Page
403-1	Occupational health and safety management system	<p>a. A statement of whether an occupational health and safety management system has been implemented, including whether:</p> <p>i. the system has been implemented because of legal requirements and, if so, a list of the requirements;</p> <p>ii. the system has been implemented based on recognized risk management and/or management system standards/guidelines and, if so, a list of the standards/guidelines.</p> <p>b. A description of the scope of workers, activities, and workplaces covered by the occupational health and safety management system, and an explanation of whether and, if so, why any workers, activities, or workplaces are not covered.</p>	Health & safety internal management system - complying with legal requirements	
403-2	Hazard identification, risk assessment, and incident investigation	<p>a. A description of the processes used to identify work-related hazards and assess risks on a routine and non-routine basis, and to apply the hierarchy of controls in order to eliminate hazards and minimize risks, including:</p> <p>i. how the organization ensures the quality of these processes, including the competency of persons who carry them out;</p> <p>ii. how the results of these processes are used to evaluate and continually improve the occupational health and safety management system.</p> <p>b. A description of the processes for workers to report work-related hazards and hazardous situations, and an explanation of how workers are protected against reprisals.</p> <p>c. A description of the policies and processes for workers to remove themselves from work situations that they believe could cause injury or ill health, and an explanation of how workers are protected against reprisals.</p> <p>d. A description of the processes used to investigate work-related incidents, including the processes to identify hazards and assess risks relating to the incidents, to determine corrective actions using the hierarchy of controls, and to determine improvements needed in the occupational health and safety management system.</p>	Health & safety internal management system - complying with legal requirements	
403-3	Occupational health services	<p>a. A description of the occupational health services' functions that contribute to the identification and elimination of hazards and minimization of risks, and an explanation of how the organization ensures the quality of these services and facilitates workers' access to them.</p>	Health & safety internal management system - complying with legal requirements	



GRI Table - Health & Safety

Discloser number	Disclose Title	Disclose description	Information	Page
403-4	Worker participation, consultation, and communication on occupational health and safety	a. A description of the processes for worker participation and consultation in the development, implementation, and evaluation of the occupational health and safety management system, and for providing access to and communicating relevant information on occupational health and safety to workers. b. Where formal joint management-worker health and safety committees exist, a description of their responsibilities, meeting frequency, decision-making authority, and whether and, if so, why any workers are not represented by these committees.	Health & safety internal management system + SA8000 EDS & CSS Comissions	
403-5	Worker training on occupational health and safety	a. A description of any occupational health and safety training provided to workers, including generic training as well as training on specific work-related hazards, hazardous activities, or hazardous situations.	Health & safety internal management system - complying with legal requirements	
403-6	Promotion of worker health	a. An explanation of how the organization facilitates workers' access to non-occupational medical and healthcare services, and the scope of access provided. b. A description of any voluntary health promotion services and programs offered to workers to address major non-work-related health risks, including the specific health risks addressed, and how the organization facilitates workers' access to these services and programs.	Health & safety internal management system - complying with legal requirements	
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	a. A description of the organization's approach to preventing or mitigating significant negative occupational health and safety impacts that are directly linked to its operations, products or services by its business relationships, and the related hazards and risks.	Health & safety internal management system - complying with legal requirements	
403-8	Workers covered by an occupational health and safety management system	a. If the organization has implemented an occupational health and safety management system based on legal requirements and/or recognized standards/guidelines: i. the number and percentage of all employees and workers who are not employees but whose work and/or workplace is controlled by the organization, who are covered by such a system; ii. the number and percentage of all employees and workers who are not employees but whose work and/or workplace is controlled by the organization, who are covered by such a system that has been internally audited; iii. the number and percentage of all employees and workers who are not employees but whose work and/or workplace is controlled by the organization, who are covered by such a system that has been audited or certified by an external party. b. Whether and, if so, why any workers have been excluded from this disclosure, including the types of worker excluded. c. Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used.	All workers	



GRI Table - Health & Safety

Discloser number	Disclose Title	Disclose description	Information	Page												
403-9	Work-related injuries	<p>a. For all employees:</p> <p>i. The number and rate of fatalities as a result of work-related injury;</p> <p>ii. The number and rate of high-consequence work-related injuries (excluding fatalities);</p> <p>iii. The number and rate of recordable work-related injuries;</p> <p>iv. The main types of work-related injury;</p> <p>v. The number of hours worked.</p> <p>b. For all workers who are not employees but whose work and/or workplace is controlled by the organization:</p> <p>i. The number and rate of fatalities as a result of work-related injury;</p> <p>ii. The number and rate of high-consequence work-related injuries (excluding fatalities);</p> <p>iii. The number and rate of recordable work-related injuries;</p> <p>iv. The main types of work-related injury;</p> <p>v. The number of hours worked.</p> <p>c. The work-related hazards that pose a risk of high-consequence injury, including:</p> <p>i. how these hazards have been determined;</p> <p>ii. which of these hazards have caused or contributed to high-consequence injuries during the reporting period;</p> <p>iii. actions taken or underway to eliminate these hazards and minimize risks using the hierarchy of controls.</p> <p>d. Any actions taken or underway to eliminate other work-related hazards and minimize risks using the hierarchy of controls.</p> <p>e. Whether the rates have been calculated based on 200,000 or 1,000,000 hours worked.</p> <p>f. Whether and, if so, why any workers have been excluded from this disclosure, including the types of worker excluded.</p> <p>g. Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used.</p>	<div><p>Accidents at the workplace</p><table><tr><th>Year</th><th>Hours worked</th><th>Qty of accidents</th></tr><tr><td>2018</td><td>189920</td><td>1</td></tr><tr><td>2019</td><td>187836</td><td>2</td></tr><tr><td>2020</td><td>158038</td><td>0</td></tr></table></div>	Year	Hours worked	Qty of accidents	2018	189920	1	2019	187836	2	2020	158038	0	
Year	Hours worked	Qty of accidents														
2018	189920	1														
2019	187836	2														
2020	158038	0														
403-10	Work-related ill health		0													



GRI Table - Training & Education

Discloser number	Disclose Title	Disclose description	Information	Page
404-1	Average hours of training per year per employee	a. Average hours of training that the organization's employees have undertaken during the reporting period, by: i. gender; ii. employee category		28 - 32
404-2	Programs for upgrading employee skills and transition assistance programs	a. Type and scope of programs implemented and assistance provided to upgrade employee skills. b. Transition assistance programs provided to facilitate continued employability and the management of career endings resulting from retirement or termination of employment.	Erasmus programm	28 - 32
404-3	Percentage of employees receiving regular performance and career development reviews	Percentage of total employees by gender and by employee category who received a regular performance and career development review during the reporting period	SA8000	

GRI Table - Diversity & Equal opportunities

Discloser number	Disclose Title	Disclose description	Information	Page
405-1	Diversity of governance bodies and employees	a. Percentage of individuals within the organization's governance bodies in each of the following diversity categories: i. Gender; ii. Age group: under 30 years old, 30-50 years old, over 50 years old; iii. Other indicators of diversity where relevant (such as minority or vulnerable groups). b. Percentage of employees per employee category in each of the following diversity categories: i. Gender; ii. Age group: under 30 years old, 30-50 years old, over 50 years old; iii. Other indicators of diversity where relevant (such as minority or vulnerable groups).	Challenge 2 - Purpose: People & Communities	28 - 32
405-2	Ratio of basic salary and remuneration of women to men	a. Ratio of the basic salary and remuneration of women to men for each employee category, by significant locations of operation. b. The definition used for 'significant locations of operation'.	SA8000	



GRI Table - Non-discrimination

Discloser number	Disclose Title	Disclose description	Information	Page
406-1	Incidents of discrimination and corrective actions taken	a. Total number of incidents of discrimination during the reporting period. b. Status of the incidents and actions taken with reference to the following: i. Incident reviewed by the organization; ii. Remediation plans being implemented; iii. Remediation plans that have been implemented, with results reviewed through routine internal management review processes; iv. Incident no longer subject to action.	a. 0; b. N/A	28 - 32
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	a. Operations and suppliers in which workers' rights to exercise freedom of association or collective bargaining may be violated or at significant risk either in terms of: i. type of operation (such as manufacturing plant) and supplier; ii. countries or geographic areas with operations and suppliers considered at risk. b. Measures taken by the organization in the reporting period intended to support rights to exercise freedom of association and collective bargaining.	a. 0; b. SA8000	28 - 32

GRI Table - Misc.

Discloser number	Disclose Title	Disclose description	Information	Page
408-1	Operations and suppliers at significant risk for incidents of child labor		SA8000 Certification	
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor		SA8000 Certification	
410-1	Security personnel trained in human rights policies or procedures	a. Percentage of security personnel who have received formal training in the organization's human rights policies or specific procedures and their application to security. b. Whether training requirements also apply to third-party organizations providing security personnel.	SA8000 Certification	
411-1	Incidents of violations involving rights of indigenous peoples		SA8000 Certification	
412-1	Operations that have been subject to human rights reviews or impact assessments		SA8000 Certification	
412-2	Employee training on human rights policies or procedures		SA8000 Certification	
412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening		SA8000 Certification	
413-1	Operations with local community engagement, impact assessments, and development programs		SA8000 Certification	
413-2	Operations with significant actual and potential negative impacts on local communities		SA8000 Certification	



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