

# olmac

CLOTHING COMPANY

## MANAGEMENT POLICY



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OLÍMPIO MIRANDA, LDA is a leading company that presents solutions to the needs and expectations of its clients and that reconciles the interests of shareholders, customers, partners and employees, always adjusted to the market, to business, and to the surrounding society.

The Management bases the culture of the company on a set of values - precision, responsibility, teamwork - that allow for the achievement of goals and objectives, producing products that meet the needs and expectations of customers and of the market.

We base our management and operational activities on the following principles:

**System of Management and Continuous Improvement:** the Management of Olímpio Miranda is committed to ensuring the implementation and continuous improvement of its integrated Quality system ISO 9001 e STeP, so as to secure the satisfaction of the interested parties. It does so by applying management strategies, communicating requirements and principles internally and externally, involving partners in the achievement of these principles, regularly defining goals and objectives, identifying associated risks and triggering corrective and improvement actions, mitigating or eliminating risks - whenever feasible- as well as by training and capacitating collaborators for continuous improvement.

**Legal requirements:** Olímpio Miranda is committed to complying with normative requirement ISO 9001 and standard STeP, as well as with national and international laws applicable to its activity and products, the Conventions of the International Labour Organisation (ILO), the United Nations Conventions, the Universal Declaration of Human Rights and the UN Guiding Principles on Business and Human Rights, the International Pact for civil and political rights, as well as with the Code of Practice ILO on HIV / AIDS and the labour world.

**Child Labour:** Olímpio Miranda does not employ nor does it admit the use of child labour-employees under the age of 16, in compliance with ILO Conventions 138, 177 and 18, ILO Recommendation 146, as well as with the United Nations Convention of Children's Rights.  
**Forced or compulsory labour:** Olímpio Miranda does not employ nor does it tolerate the use of forced labour under any circumstance. It does not exert any form of pressure nor does it withhold documents or tax payments, in accordance with ILO 29 and 105.

**Health and safety:** Olímpio Miranda provides its employees with a safe and healthy working environment, promoting the compliance of the standards and legal requirements of safety, health and hygiene, demanding that its suppliers and subcontractors provide a likewise safe and healthy work environment, in compliance with the convention ILO 87 and the recommendation ILO 164.

**Freedom of Association and Right to collective bargaining:** Olímpio Miranda respects the right of employees to free association and representation, according to their will, free from pressure, intimidation or retaliation to those who are members of trade union associations, in compliance with ILO Convention 87 and ILO 98.

**Non-discrimination:** Olímpio Miranda does not employ nor tolerate any form of discrimination against its employees and partners based on race, color, sex, social or ethnic origin, political affiliation, religion, or any other condition that may cause discrimination, in compliance with ILO Convention 100, 111, 159, 135 and the United Nations Convention for the elimination of all kinds of racial discrimination.

**Disciplinary practices:** Olímpio Miranda does not employ nor does it tolerate disciplinary sanctioning, preserving dignity and reprimanding any kinds of physical, sexual or psychological abuse or harassment of that or any other nature, in accordance with the law in force, as well as the Universal Declaration for the Human Rights.

**Remuneration and Benefits:** Olímpio Miranda guarantees payment of wages and in accordance with the law in force, in order to ensure coverage of all basic needs of its employees -demanding its partners, suppliers and subcontractors to provide their workers with an equally fair remuneration, and all due benefits, in accordance with the laws in force and the ILO convention 102, 131, 181 and 183.

**Work Hours and Overtime Compensation:** Olímpio Miranda ensures the observation of working hours and provides payment for overtime work, in accordance with the law in force -encouraging its partners and subcontractors to comply with legislation in force, in accordance with convention ILO 1 and recommendation 116.

**Environment:** Olímpio Miranda promotes the adoption of the necessary measures to the environmental protection and it carries out all its activities in accordance with legal requirements relating to the environmental protection, promoting environmental management practices in its partners and subcontractors.

**Local community:** Olímpio Miranda foment initiatives of social, educational and environmental nature, both internally and in collaboration with external institutions, contributing to the construction of a better society and promoting the proximity to the surrounding community.