

RICARDO & BARBOSA

SUSTAINABILITY POLITICS

Ricardo & Barbosa, on behalf of its General Management, undertakes to guide its actions in accordance with the guidelines and principles of the United Nations – UN – Global Compact, with a view to its Corporate Social Responsibility.

Regarding **Human Rights**, Ricardo & Barbosa's fundamental value is the respect and promotion of human rights. We diligently seek to prevent any recurring adverse impacts of our professional activity, promoting immediate corrections when detected. We promote the same work principles with our suppliers, as we know that we are an integral part of this community. We promote dialogue with our employees, ensuring their right to belong to union committees, without prejudice to potential reprisals or intimidation. We are committed to equal opportunities, tolerance, diversity, and inclusion, rejecting any type of discrimination or harassment based on race, gender, color, national or social origins, age, disability, or political opinion. The basis for recruitment will always be qualifications, performance, skills, and experience. We promote a healthy and safe place for our employees, having implemented a Health and Safety system for the worker, identifying and mitigating any associated dangers and risks. We do not allow or accept any type of forced labor or modern forms of slavery, nor human trafficking, always respecting the worker's privacy and dignity. All employees have access to an employment contract in accordance with the laws of each country, not allowing the hiring of people under sixteen years of age. We promote transparent internal communication among our employees, adapt their training to their workplace, and promote the dissemination of the Sustainability Policy through internal training.

From an **Environmental** point of view, we are committed to continuous improvement in the exercise of our activity, and to the development of programs aimed at reducing our negative impacts on the environment. We are committed to regulations, laws, and environmental requirements. With the purpose of reduction in the consumption of natural resources, we created the necessary conditions for the activation of principles based on the reduction, reuse and recycling of raw materials, resources and waste generated in our activity, as well as awareness policies for the responsible consumption of energy and water resources within the company. Being fully aware that knowledge is one of the greatest strengths of organizations, we implement training that allows a greater perception of employees for real environmental needs, and what scientifically based practices we can adopt in order to reduce negative impacts on the environment. We are responsible for defining objectives and evaluating our commitment based on the results obtained.

Our company is governed by principles of business **Ethics**, which point to business transparency, rejecting any acts of corruption and bribery, or anti-competitive practices. Our activities always comply with the economic laws of the country where it is located, ensuring that all taxes are properly paid. We always defend the privacy and respect for the data of our stakeholders, always ensuring that there is no leakage of confidential information or data.

Our **Value Chain**, in addition to being a partner, is an extension of our activity and our principles, which is why we demand that our suppliers comply with the same Ricardo & Barbosa ideologies, being their selection increasingly demanding in terms of quality, origin of materials, relationship with sustainability and the environment, and its commitment to its employees.

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