

Social Responsibility Policy

Barata Garcia, S.A. believes and recognises that its performance in the market goes beyond the merely economic dimension. The company is concerned in identifying and managing talent, developing workforce skills that add value to the business, and asserting itself through an ethical and socially responsible conduct.

Our commitment of “Make more than just produce clothing” is transversal to the whole organisation and our principles extend to the multiple relations of institutionalised partnerships.

Therefore, Barata Garcia, S.A. assumes the commitment to comply with all SA 8000 regulatory requirements and the following principles of Social Responsibility:

CHILD LABOUR:

Does not use nor admit the use of child labour, which means, underage employees. The term “underage employees” refers to a person who is less than 16 years old of age or younger than the age required to complete compulsory education.

FORCED OR COMPULSORY LABOUR:

Does not use nor admit the use of forced or compulsory labour; either through physical imposition, threats or other forced methods, and does not make any kind of pressure or retention of identity documents.

HEALTH AND SAFETY:

Promotes compliance with health and safety standards. Identifies, evaluates and treats situations of danger and risks that may put in question the health and safety of collaborators, assets and equipment, in order to assure to its employees a safe and healthy work environment.

FREEDOM OF ASSOCIATION AND RIGHT TO COLLECTIVE BARGAINING:

Recognises and respects the right of the collaborators to freedom of association and representation, as well as the right to Collective Bargaining, according to their freely expressed will.

NON-DISCRIMINATION:

Ensures the integrity and dignity of collaborators in the workplace. Rejects any form or practice of discrimination in hiring, remuneration, access to training, promotion, contract termination or retirement. Hires its collaborators on the basis of individual competencies and not based on race, gender, age, nationality, social class, disability, sexual orientation, family responsibilities, marital status, political affiliation, religion, union membership or any other condition that may encourage discrimination.

DISCIPLINARY PRACTICES:

Assures its collaborators respect and dignity, and disapproves any type of physical, sexual, psychological or verbal abuse or harassment.

WORKING HOURS:

Ensures compliance with the working hours and the overtime compensation according to the applicable law.

REMUNERATION:

Recognises that salary is essential to satisfy the basic needs of collaborators and ensures all the remunerations legally established.

LEGAL REQUIREMENTS:

Complies with local, national and international laws and regulations applicable to its activity, including the International Labor Organization (ILO) and United Nations (UN) Conventions; the ILO Code of Practice on HIV/AIDS and the World of Work; the Universal Declaration of Human Rights; the UN Guiding Principles on Business and Human Rights; the International Covenants on Economic, Social, Cultural, Civil and Political Rights, respecting the international instruments referenced in the SA 8000 standard.

ENVIRONMENT:

Promotes the adoption of the necessary measures for the protection of the environment and leads all its activities according to the legal requirements regarding environmental protection, promoting environmental management practices with its suppliers and subcontractors.

LOCAL COMMUNITY:

Assumes the commitment to support initiatives of social, educational and environmental character, promoted internally or in partnership with external institutions, leading to a fairer society and promoting a close proximity with the local community.

Barata Garcia, S.A. reaffirms its dedication to the Social Responsibility Policy and assumes the commitment to regularly review its performance, defining strategies that ensure its full compliance, and evaluating and disseminating its performance in the area of Social Responsibility to the different stakeholders.