



Statement on Principles, Values and Work-Life Balance Aspects

PRINCIPLES AND VALUES OF WORK-LIFE BALANCE

At Allcost Têxteis para Hotelaria, Lda, we believe that balancing professional, family, and personal life is essential for the well-being of our employees and for the company's success. In this regard, we adopt the following principles:

EQUALITY AND NON-DISCRIMINATION

The organization ensures respect for the principle of equality and non-discrimination, guaranteeing that all individuals are treated equally and with the same social dignity, and that no one is privileged, benefited, harmed, deprived of any right, or exempted from any duty based, namely, on family responsibilities, gender, ancestry, disability, age, race or ethnicity, language, place of origin, nationality, religion or belief, political or ideological convictions, education, economic, social or family situation, sexual orientation, or gender identity.

WORK-LIFE BALANCE

The organization ensures that work planning takes into account the satisfaction of the employee's family and/or personal needs and promotes a balanced participation of men and women in both public and private life.

ACCOUNTABILITY

The organization assumes responsibility for its impact on stakeholders, the economy, and society.

Respect for the principle of accountability requires management to answer for its decisions and activities before representatives of the interests present within the organization and before public or other competent authorities, with regard to laws and regulations.

This principle involves accepting the consequences of misconduct and taking appropriate measures to remedy it, as well as acting to prevent its recurrence.

TRANSPARENCY

The organization is transparent in its policies, decisions, and activities, making them known in a clear, precise, objective, and complete manner, within reasonable and sufficient limits. Information is made available in a timely manner and is accessible and understandable to those who may be significantly affected.

The principle of transparency does not require that protected or critical information for the organization's activity be made public, nor that privileged information be disclosed or that may infringe legal, commercial, security, or personal privacy obligations.



ETHICAL CONDUCT

The organization acts ethically, basing its conduct on values of honesty, fairness, and integrity. These values imply concern for its members, stakeholders, and society in general. By actively promoting ethical conduct, the organization identifies and communicates its core values and principles, establishing control mechanisms and facilitating the submission of complaints without fear of retaliation.

RESPECT FOR STAKEHOLDERS

The organization responds to the interests of its stakeholders by listening to them and considering their viewpoints regarding interests that may be affected by a decision or activity.

IMPLEMENTATION OF PRINCIPLES AND VALUES

The organization has defined, documented, and communicated the principles and values that guide its actions, both internally and externally, ensuring that internal stakeholders and, whenever possible, external stakeholders were consulted in this process.

DIVERSE PERSPECTIVES

Groups or individuals whose different viewpoints may lead to a new understanding of situations and the identification of opportunities for action that would not otherwise occur, such as research centers, technological centers, opinion leaders/influencers, or academic institutions in a broader sense.

1.2.2 - WORK-LIFE BALANCE ASPECTS

Balancing professional, family, and personal life is a concern faced by many families. Family responsibilities and professional demands are dimensions that are often difficult to reconcile and cause disruption within many households. In this context, and in line with the requirements of the Portuguese Standard for Work-Life Balance (NP 4552), the following measures have been adopted:

Equal Opportunities - We promote equal opportunities and diversity as essential values, and do not tolerate any form of discrimination based on origin, ethnicity, gender, social class, physical disability, political beliefs, or union affiliation.

Personal Development - Our recruitment, hiring, and internal progression policies are based on transparent criteria of skills, capabilities, professional dedication, and employee merit. We promote the personal and professional development of our employees through continuous training programs, talent development, and by enhancing employees' proactivity as citizens.

Working Hours Adjustment/Reduction - We recognize the importance of balancing family life and therefore allow employees temporary leave from work to address family matters or the adjustment of working hours to support personal life balance.



Well-being - We provide a gym, supported by a Personal Trainer, available to all employees, in addition to offering weekly Pilates classes, available both during working hours and after working hours.

Health - We have established a partnership with a Dental Clinic so that all employees can benefit from discounts on dental treatments.

We offer completely free health insurance to employees with six months or more of seniority.

Benefits - We encourage and support employees and their families by granting benefits and gifts during festive periods.

Integration - Integration is a fundamental value for us, which is why we promote an annual event aimed at strengthening the bond among employees.