

## **Policy**

Allcost focuses on the development and production of home textile articles, offering a wide range of products including bed, table and bath, with a common characteristic: recognized quality and service excellence.

Aware of its potential, it invests in continuous improvement of the management system performance, including environmental performance and Work-Life Balance, assuming responsibility to comply with the provisions of its Integrated Management System, based on this Policy which it proudly applies in everything it produces and markets

Thus, it assumes the following commitments:

- Ensure high levels of customer satisfaction through personalized, ethical, and professional service that follows market trends (Design and Innovation) and meets customers' needs and expectations;
- Continuously improve technical capacity and organizational structure in order to provide solutions tailored to the needs and expectations of each client, while complying with all applicable requirements;
- Adopt a proactive approach through differentiation and design;
- Commit to environmental protection through pollution prevention, rational use of resources, and compliance with obligations;
- Identify environmental aspects related to the life cycle and their respective environmental impacts;
- Commit to climate change mitigation through the progressive reduction of greenhouse gas emissions, promotion of energy efficiency, and integration of renewable energy sources in its operations;
- Integrate environmental and climate criteria into the value chain, promoting sustainable practices among suppliers and partners;
- Develop and implement a Climate Transition Plan aligned with medium- and long-term emission reduction goals;
- Promote initiatives for dialogue, justice, equal opportunities, and ethical conduct based on respect for individuals, their rights, and non-discrimination;
- Promote the personal and professional development of employees, their motivation, training, continuous updating, and awareness, enabling them to actively contribute to achieving the organization's goals;



- Promote measures that allow employees and their families to balance professional and family needs;
- Promote the physical well-being of all individuals working for the company and ensure a set of services and benefits that support family well-being;
- Maintain active communication, both internally and externally, with stakeholders;
- Provide safe and healthy working conditions to prevent work-related injuries and illnesses;
- Commit to the consultation and participation of all employees;
- Maintain partnership relationships that ensure the sustainability of the company, its clients, suppliers, and partners;
- Comply with the Declaration of Principles and Values of Work-Life Balance subscribed to by the company, as a fundamental commitment;
- Ensure the implementation of Due Diligence processes in all business relationships and partnerships, guaranteeing that clients, suppliers, and partners share and practice the same ethical, social, and environmental principles that guide Allcost.