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# Corticeira Amorim

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## Community/Society Policy

(Approved by the Board of Directors of Corticeira Amorim, S.G.P.S., S.A. at a meeting held on 06 December 2021)

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### 1. VISION

Corticeira Amorim and its Companies (all the companies in which Corticeira Amorim has a controlling interest, regardless of whether their head offices are in Portugal or in another country), hereinafter jointly referred to as the "Organisation", invest a significant part of the economic benefits generated in the various countries where they operate.

Management structures have the necessary processes and tools in place to recognise and manage impacts and understand the needs and interests of communities, as well as identify long-term investment opportunities in local communities. Priority is given to programmes related to culture and education, innovation and entrepreneurship and social equilibrium, which are believed to provide long-term positive benefits.

Corticeira Amorim is also committed to contributing to the Sustainable Development Goals (SDGs) adopted by the United Nations in 2015. It has therefore designed, and conducts, ongoing programmes to support innovation, research and development, and policies and initiatives aimed at improving their direct, indirect and induced impact and which have the following objectives in this area:

- Preserve the cork oak forest and ecosystem services by increasing knowledge, mobilising resources and proposing measures;
- Reduce the environmental impact of operations by adopting renewable, affordable and efficient solutions;
- Apply circular economy principles by reducing waste, prolonging the life of materials and promoting the regeneration of natural systems;
- Maintain a proactive role in expanding the already extensive applications for cork, based on the innate characteristics of the material;
- Promote research, development and innovation and encourage sustainable solutions;
- Achieve economic growth in a sustainable and inclusive way, ensuring efficient production and decent work for all;
- Be a model for companies throughout the world, contributing to the maintenance of cork oak forests, which sustain one of the world's most biodiverse ecosystems;
- Promote training, well-being and personal and professional development for all;
- Ensure employees' safety in the workplace and access to quality health conditions.

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## 2. SCOPE

All the Organisation's employees are responsible for contributing to the implementation of this policy, by both defending and observing the principles of good governance, as also set out in the company's Code of Ethics and Professional Conduct and through direct roles in sustainability matters.

This policy is aimed at both an internal and external group:

- The internal group includes all employees (including members of the governing bodies, directors and workers) of any company that is part of the Organisation. The Organisation and its employees will base their decisions and actions on the principles established in this Code, fulfilling their obligations in a professional, responsible and dutiful manner, at all times pursuing excellence in performance and promoting an appropriate working environment, while upholding the reputation of the Organisation and contributing to its sustainability;
- The external group comprises all entities that have an economic, institutional or corporate relationship with the Organisation. External stakeholders (the Organisation's shareholders and investors, customers, business partners and suppliers) are expressly required to respect and adhere to the principles established in this policy, to the extent that the values, principles and standards established herein may be applicable to them.

## 3. REFERENCES

This policy includes the Organisation's stance on this issue and establishes principles in line with the main applicable international frameworks:

- Principles of the 1948 Universal Declaration of Human Rights;
- Basic conventions of the International Labour Organization;
- Organisation for Economic Cooperation and Development's (OECD) guiding principles for multinational companies;
- The 10 principles of the United Nations Global Compact;
- BCSD Portugal Charter of Principles;
- Act4Nature Portugal;
- Sustainable Development Goals (SDGs).

## 4. COMMITMENTS

- Strengthen efforts to protect and safeguard cork oak forests;
- Act in full compliance with the laws and regulations in force in the regions where it operates, and to collaborate with the authorities as far as possible;
- Be part of a value chain that generates income in the places where it is established, respecting the local culture and communities and providing high quality products and a deep commitment to economic, social and environmental sustainability;

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- Foster the ambition to continuously develop new cork solutions that add value to the market compared with conventional solutions, and that uniquely combine technical performance, a premium element and unmatched sustainability credentials;
  - Minimise the negative impact that its activities have or may have on the communities where they are carried out, demonstrating openness and honesty, respecting local cultures and traditions, and supporting and promoting initiatives in relation to institutions, populations and local communities in general;
  - Repay community support by contributing to the progress, economic development and well-being of communities, encouraging SMEs and future local entrepreneurs to achieve sustainable results and thus boost national entrepreneurship;
  - Be sensitive to the needs of local communities, listening and seeking to respond to their concerns, in an inclusive manner, and ensuring that, within the Organisation's operations, everyone is heard, in order to understand how to minimise any possible negative impacts;
  - Promote internal and external environmental awareness-raising activities.

## 5. RELATED DOCUMENTS

- Code of Business Ethics and Professional Conduct;
- Corticeira Amorim Sustainability Report;
- Energy, Environment and Biodiversity Policy;
- Human Resources Policy;
- Purchasing Policy;
- Human Rights Policy;
- Anti-Corruption Policy.

## 6. VALIDITY

This Policy takes effect on 06 December, the date on which it was approved by the Corticeira Amorim Board of Directors. Given the Organisation operates in different countries, if the content of this policy differs from local rules and regulations, Employees shall give preference to the most restrictive rule.

## 7. REVIEW AND UPDATE

This Policy will be periodically reviewed, taking into account annual reports. Whenever possible and desirable, the Organisation will notify Employees of updates to this Policy, and will promote training courses to ensure that they are aware of the rules it contains.

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## **8. COMMUNICATION**

The Organisation will take appropriate measures to ensure that all employees are aware of the contents of this Policy and understand its scope. To this end, the Community/Society Policy will be available on the Intranet and on Corticeira Amorim's corporate website (in Portuguese and English), so that all those to whom it is addressed may have access to it, the Human Resources Department also being responsible for other internal disclosure measures.

Mozelos, 06 December 2021