
Corticeira Amorim

General Sustainability Policy

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

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", has as its mission "to add value to cork, in a competitive, differentiated and innovative manner, in perfect harmony with Nature", aiming, in its vision, to be a sustainable organisation, providing suitable value for the capital invested while promoting social equity and environmental safeguards, with differentiating factors at product and service level. To this end, the Organisation has the following objectives:

- Create value for its shareholders in a continuous and sustained manner, with a long-term perspective.
- Grow sustainably, generating sustained value in the long term, carrying out work with high standards of safety and quality, ensuring the Organization's economic, environmental and social sustainability.
- Contribute to sustainable development by promoting responsible consumption and ensuring proactive management of the economic, environmental and social impacts resulting from its decisions and activities.
- Achieve economic growth while contributing to a more evolved society, preserving the environment and finite resources for future generations, thereby ensuring its own sustainability.
- Ensure employees' safety in the workplace and access to quality health conditions, ensuring efficient production and decent work for all.
- Promote training, well-being and personal and professional development for all.

The Organisation 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, policies and initiatives aimed at improving their impact and which have the following objectives:

- 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;

AMORIM

Corticeira Amorim, SGPS, S.A.

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[instagram: amorimcork](https://www.instagram.com/amorimcork)

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- 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;
 - Promote training, well-being and personal and professional development for all;
 - Ensure employees' safety in the workplace and access to quality health conditions.

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 Policy, 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

- 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.
- Integrate sustainability into the decision-making process.
- Respect Employees, Customers, Suppliers, Shareholders and other Stakeholders that are important to the sustainability of Corticeira Amorim.
- Manage risks and opportunities associated with the Organisation's activities, so as to avoid negative impacts on people and the environment.
- Conduct business according to principles of trust, transparency and ethics, encouraging communication channels to inform, involve and maintain an ongoing dialogue with stakeholders.
- Build and foster a framework of respect for the fundamental values of Human Rights (as proclaimed by the United Nations Universal Declaration of Human Rights) and Labour Rights (as proclaimed by the International Labour Organization).
- Encourage free trade, striving to prioritise responsible and sustainable relationships with its suppliers and having common commitments to sustainable development.
- Repay the support of the communities where it operates, contributing to the progress, economic development and well-being of those communities, encouraging SMEs and future local entrepreneurs to achieve sustainable results and thus boost national entrepreneurship.

5. RELATED DOCUMENTS

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

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 General Sustainability 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