



## **SUSTAINABILITY POLICY**

Dune Bleue, Lda. is a company that develops and commercializes socks, with a special focus on technical socks, as well as underwear. Eleven different families of socks are included in its versatile portfolio: outdoor, trekking, work, medicinal, elegance, casual, sports, fishing, hunting, home, eco-friendly (bamboo). Dune Bleue offers products of high quality, thanks to the combination of its know-how and long-established trust with its partners.

Dune Bleue has implemented a management system based on the following:

### **QUALITY**

- The development of technical and personalized products to respond to the requirements and specific needs of each client.
- Work to continuously ameliorate the company's performance by responding to the needs and expectations of the collaborators, suppliers, and other interested parts.
- Provide fast answers to clients' requests, by being available and flexible.
- Establish real partnerships with suppliers, aiming to achieve the highest quality patterns, from the raw materials to the final products.

### **ENVIRONMENT**

- Protect the environment, by preventing pollution and preserving biodiversity.
- Promote the adoption of necessary measures to protect the environment and conduct all activities by stimulating the good practices of environmental management and the sustainable use of resources, internally and by the suppliers.
- Establish and review periodically the principals, objectives, and environmental goals to assure a sustainable development and a continuous improvement.
- Reduce the production of residues, by promoting their reutilization, selection, and recycling, giving them a more sustainable end.
- Continuously sensitize the collaborators, suppliers, and partners to show the best environmental practices in their work.

### **HEALTH AND SAFETY AT WORK**

- Provide to all collaborators a safe and healthy work environment.
- Comply with the health and safety norms and promote a healthy and safe work environment together with the suppliers.
- Prevent injuries, wounds, and damages to the collaborators' health, as well as minimize identified risks.
- Develop the teams' individual competences by promoting the realization of their respective responsibilities in safety.
- Encourage the consultation, participation, communication, and involvement of collaborators in health and safety matters.



## **SOCIAL RESPONSIBILITY**

- Child labor: The use of child labor is unacceptable, which means no collaborators under the age of 16 are authorized.
- Forced and compulsory work: The use of forced and compulsory work is unacceptable either through the use of strength, threats, or any other forceful method.
- Freedom of association: Recognize and respect the collaborators' right to freedom of association and representation, without pressure.
- Nondiscrimination: Condemn all forms of discrimination in or towards its partners and collaborators, regarding race, color, gender, age, nationality, disabilities, sexual orientation, social or ethnical origin, political filiation, and religion.
- Disciplinary practices: Ensure to all collaborators the respect and dignity and condemn any type of abuse, whether physical, sexual, psychological, or verbal.
- Work schedule: Ensure the compliance to the working schedule and the remuneration of extraordinary hours according to the legislation, as well as promote the compliance of the suppliers to the current legislation.
- Remuneration: The salary is essential to the satisfaction of the basic needs of the collaborators; to secure all the remunerations legally established, Dune Bleue demands of its suppliers the fair remuneration of all workers.
- Surrounding community: Dune Blue takes on the compromise to support social, educational, and environmental initiatives, promoted internally or in partnership with other institutions, leading to a fair society and to the proximity of the surrounding community.

## **LEGAL REQUIREMENTS**

- Comply with the current legal requirements and other obligations of conformity applicable to Dune Bleues' activity, regarding the environment, health, and safety at work, as well as social responsibility.

The Management

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