

HUMAN RIGHTS POLICY

Scope

Human rights are universal legal guarantees that protect individuals and groups against actions or omissions of persons (natural or collective), organizations and governments that violate human dignity. Human rights govern the way human beings individually live in society and altogether, as well as their relationship with the state and the obligations that the state has towards them.

Human rights, which focus on the dignity of the human being, oblige the State to adopt measures to defend and control these rights, but companies also have an obligation to respect and contribute to ensuring that all those who relate to them are respected, enjoy their rights and respect others.

Respect for human rights is therefore an integral and fundamental part of the values and principles of action that guide **Groupe GM Cosmética Portugal** in all its activity.

Based on this principle, **Groupe GM Cosmética Portugal** establishes this policy to apply it in all its relationships, whether with employees, service providers, suppliers, business partners or any private or public entity, hoping that everyone will abide by the same values.

Legal Framework

Groupe GM Cosmética Portugal undertakes to fully respect internationally recognised human rights enshrined in the following documents:

- a) United Nations International Charter on Human Rights, which includes the following documents:
 - Universal Declaration of Human Rights;
 - International Covenant on Civil and Political Rights;
 - International Covenant on Economic, Social and Cultural Rights.
- b) Declaration of the International Labour Organization (ILO) on fundamental principles and rights at work and the eight fundamental conventions established by it.
- c) Charter of Fundamental Rights of the European Union.
- d) Part I of the Constitution of the Portuguese Republic.

In addition, **Groupe GM Cosmética Portugal** undertakes to develop its activity in strict compliance with applicable legislation and in accordance with the highest ethical standards and professional conduct, guided by the Guiding Principles on Business and Human Rights of the United Nations and Principles of the United Nations Global Compact.

Groupe GM Cosmética Portugal analyses the impact of its activity on human rights, assuming the commitment to prevent and avoid contributing to negative impacts and, when this happens, to mitigate them whenever possible.

Commitments and principles of action

Groupe GM Cosmética Portugal undertakes to respect human rights in its activity, carrying out the necessary initiatives to raise awareness and ensure respect for such rights.

Firstly, **Groupe GM Cosmética Portugal** considers that the relationship with its employees is one of its main human rights responsibilities.

The policy of selection, management, promotion, remuneration and development of persons is based on respect for diversity, equal opportunities, and non-discrimination based on social class, nationality, gender, race, age, disability, religion, sexual orientation, affiliation policy or any other circumstance.

Groupe GM Cosmética Portugal acts in accordance with labor legislation and regulations, promoting respect for human rights and decent work. The company is committed to ensuring decent working conditions for its employees and to promoting that its suppliers ensure these same conditions for their employees.

In this way, **Groupe GM Cosmética Portugal** intends that its suppliers also comply, by respect for remuneration, maximum working hours, rest periods defined in the labor legislation, freedom of trade union association, by providing training opportunities for workers and by giving workers a decent, clean, and healthy working environment.

It also aims to create a working environment that values such as mutual respect, cooperation, and loyalty.

Under no circumstances does the **Groupe GM Cosmética Portugal** admit or tolerate: the use of any type of slave or forced labor; child labor; the use of trafficking in human beings; the adoption of coercive practices and/or physical, verbal, or psychological violence; moral and/or sexual harassment; corporal punishment or any other form, as well as any other kind of degrading treatment of human dignity.

With suppliers and any other person or entity that relates to **Groupe GM Cosmética Portugal**, the company is guided by ensuring access to its services without any discrimination based on violation of human rights and respect the confidentiality, the right to privacy and the privacy of their customers' data.

Any violation, complaint, or suggestion on the subject of human rights can be communicated to **Groupe GM Cosmética Portugal** through any of the Company's contacts.

Neiva, January 2023

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