



QUINTA DO
CRASTO
SINCE 1615

QUINTA DO CRASTO S.A.

CODE OF CONDUCT

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1. Objective

This Code of Conduct defines the principles and values that make up the organisational culture of Quinta do Crasto S.A. This Code establishes the general duties and rules of an ethical and business nature that should guide the behaviour of all Quinta do Crasto S.A. employees.

In no way does this Code of Conduct affect existing labour measures such as laws or employment contracts. Instead, it must be complied with in concordance with said laws and regulations.

The rules set out in this Code of Conduct reflect the culture and values of Quinta do Crasto S.A., and they aim to promote prudent and responsible professional conduct. They are designed to foster an organisational culture that ensures strict compliance with the law and applicable regulations and to preserve and strengthen the company's image and reputation.

In the event any rule or part of a rule becomes inapplicable, all others remain valid.

2. Scope

The ethical procedures set out in this Code of Conduct apply to the members of the governing bodies of Quinta do Crasto S.A., as well as all company employees who, regardless of the contracting regime, hierarchical position or organisational unit to which they belong, must observe the principles, rules and standards of conduct contained therein within the scope of their professional activity.

Third parties dealings with Quinta do Crasto S.A., namely suppliers, are also expected to adhere to the same ethical behaviour standards and to expressly adhere to the principles and rules of conduct set out herein, to the extent that they are applicable. Moreover, evidence of their effective compliance may be requested.

3. Procedures

The professional activity carried out by all those covered by this Code of Conduct is to be governed by the following general principles:

PERSONAL AND PROFESSIONAL INTEGRITY

Respect and responsibility

Avoid conflicts of interest

Safeguarding Quinta do Crasto resources

Compliance with the Law

COMPLIANCE WITH THE CODE

I. PERSONAL AND PROFESSIONAL INTEGRITY

a. Professional ethical behaviour

The subjects to this Code must conduct themselves with uprightness and honesty, refraining from any practices that are illegal, unethical, or which may raise suspicion as to their respect for the ethical principles laid down in this Code of Conduct.

b. Confidentiality

Quinta do Crasto S.A. employees are bound by professional secrecy and must refrain from divulging information obtained in the performance of their duties, or as a result of that performance, either to people outside the company or to other employees who do not need that information to perform their duties.

It is expressly forbidden to use confidential information for one's own benefit or that of third parties, under penalty of incurring civil and/or criminal liability for access or improper use.

Confidential information may only be disclosed in those situations provided for by law and in fulfilment of the duties and obligations set out in the confidentiality agreement between you and the Company (where applicable).

c. Communication and Social Networks

Quinta do Crasto S.A. recognises the importance that public communication and social networks play in today's society. For this reason, all employees must protect confidential information and exercise good judgement when participating in social networks or other similar means of communication.

Relations with the media, publications, participation in public events, on social networks or virtual communities must be guided by criteria of sobriety, discretion and prudence in order to preserve the reputation and credibility of Quinta do Crasto, S.A.

II. Respect and responsibility

a. Equality

Everyone must ensure that equality is respected, and that no person may either be favoured or disadvantaged because of their race, sex, age, ancestry, language, beliefs, political affiliations, religion, social status or economic situation, or any other factor that might lead to unequal opportunity or treatment.

b. Human rights and prevention of harassment or discrimination

Quinta do Crasto S.A. has a zero-tolerance policy when it comes to harassment, child labour, forced labour, or other human rights violations.

All employees, managers, service providers, trainees, institutional partners and suppliers must show mutual

Golden rule

All those covered by this Code of Conduct must defend a healthy and supportive working environment, free from harassment and illegal discrimination of any kind.

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consideration and respect, further avoiding behaviour that could reasonably be considered offensive by others, as well as refraining from any form of harassment.

Harassment is any unwanted behaviour practised in one's job, work or professional training, with some degree of repetition, and with the intention or the effect of disturbing or embarrassing the person, attacking the person's dignity or creating an intimidating, hostile, degrading, humiliating or destabilising environment. Examples of prohibited harassment practices include the following: sexual harassment, offensive language or jokes, degrading comments, intimidating or threatening behaviour, showing hostility towards others due to individual characteristics, spreading false and offensive rumours, racial, ethnic, gender or religious insults, promoting social isolation, among others.

Sexual harassment is verbal, visual or physical behaviour of a sexual nature that is unwelcome or makes someone feel uncomfortable. It can take various forms, such as sexual advances, requests for sexual favours or requests for unwelcome outings, jokes, images, explicit or derogatory comments about appearance, the presentation of sexually suggestive or pornographic images, invitations or messages of a sexual nature, attempts at embarrassing physical contact, blackmail to obtain a job or progress in the labour market, obscene gestures, etc.

Employees should not act in an annoying way or make their co-workers feel uncomfortable in their work environment. It is important to emphasise that harassment, sexual or otherwise, is determined by actions and how they impact on others, regardless of their intention.

Employees must prevent or stop acts of harassment or discrimination of which they are aware, namely by reporting them through the internal complaint channel.

c. Health, Safety and the Environment

Quinta do Crasto S.A. guarantees respect for and the promotion of human rights and assumes that the rules of health, hygiene and safety at work are followed by everyone.

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Quinta do Crasto S.A. also guarantees respect for and the promotion of human rights and assumes that the rules of health, hygiene and safety at work are followed by everyone, in the workplace, to prevent the occurrence of anomalous situations and any damage to employee health.

Employees must immediately report any accidents, injuries or damage to persons or property, as well as any unsafe practices or conditions in the workplace.

Employees must ensure a working environment free from behaviour that is abusive, violent, threatening, disruptive, or in any way inappropriate or likely to put people and property at risk.

All employees must use resources sustainably, taking into account good environmental conservation practices.

Employees are bound by this Code of Conduct, as well as other legislation, regulations and instructions applicable in this arena.

d. Drugs, alcohol and tobacco

The consumption of alcohol in the course of professional duties is not permitted in a way that is detrimental to performance, encourages inappropriate behaviour, or is likely to put the safety of oneself or others at risk.

The consumption of illicit drugs is not permitted, nor is the presence of an employee with outward signs of narcotic use.

Smoking is not permitted in the workplace and/or in other enclosed spaces within the company's buildings, and is limited to designated areas.

e. Report offending behaviour

Employees who suspect that any employee or third party, while performing duties or providing services at Quinta do Crasto, S.A., becomes involved in unethical behaviour must report the facts of which they have knowledge or reasonable suspicion so as to prevent or stop any unethical or illegal practice.

Infringements of this Code must be reported through the internal complaint channel in accordance with the report policy attached to this code of conduct.

f. Know who you are negotiating with

Quinta do Crasto, S.A. values its business partners and expects them to share the same framework of ethical principles.

Suppliers are selected impartially, based on criteria of quality, capacity, price, supply, performance, trust, continuity and long-term sustainability.

All suppliers and other business partners are required to comply with applicable laws.

III. AVOID CONFLICTS OF INTEREST

GOLDEN RULE

Put the company's interests first.

a. Disclosing conflicts of interest

Conflicts of interest arise when an employee's private interests interfere or run the risk of interfering with the interests of Quinta do Crasto, S.A. This can happen specifically when carrying out actions or having interests that make it difficult to carry out work objectively and effectively in the company's best interests. Examples of conflicts of interest are:

Transaction for own benefit - when the employee is involved on both sides of a business transaction

External work - when the employee is involved in an external activity that might affect their performance at Quinta do Crasto S.A.

Family interests - when a family member, partner or close relative of the employee is employed (or applies for employment) in, manages or controls a business partner company

Gifts and/or benefits - when the employee, a family member or a close relative receives personal benefits resulting from their position at Quinta do Crasto S.A.

Any conflicts of interest must be mitigated by:

Disclosing and obtaining approval from management or the employee's manager for any potential conflicts of interest,

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Totally eliminating any conflicts of interest, and

Documenting any approved conflicts of interest.

Transparent management is assured by removing employee duties or those of third parties believed to be in conflict.

Employees must avoid entering into any situation that might give rise, directly or indirectly, to potential conflicts of interest, or that might reasonably lead a third party to presume their existence, even if this is not actually the case.

Any conflict of interest must be reported immediately to the Board of Directors or to the respective supervisor.

The information is provided on a confidential basis and may only be used to assess a potential conflict of interest or for the purposes of a possible disciplinary action.

Whenever an instance is considered materially relevant by Quinta do Crasto S.A., an employee engaging in potential conflict of interest is prevented from participating in any process that might affect the company.

b. Secondary Employment

In relations with external organisations, employees must conduct themselves impartially and fairly, demonstrating high standards of professionalism. Employee behaviour must also be guided by availability, efficiency, correctness and courtesy, providing any information or justifiable clarification, while safeguarding the duty of professional secrecy.

Employees are prohibited from taking any action on behalf of Quinta do Crasto S.A. that may violate applicable regulations or legislation.

Employees must not engage in any financial, commercial or other activity or employment that might affect their professional performance and availability at Quinta do Crasto S.A. or that might lead to a conflict of interest.

The use of Quinta do Crasto S.A. facilities or resources for any unapproved external work is prohibited.

c. Prevention of corruption and related infractions

Quinta do Crasto S.A. repudiates any practice of corruption or related offences and imposes strict compliance with the law in all its internal and external relations, regarding both private and public entities.

Employees must not request, receive or accept from customers, suppliers or third parties any benefits, rewards, remuneration or gifts that may in any way be related to the activity performed at Quinta do Crasto S.A., nor may they offer the same. Rather, they must create the impression that no undue pecuniary or non-pecuniary advantage has been promised, offered or authorised.

In the event that it is impossible to refuse or return gifts received in the performance of duties, the gifts must be communicated to the line manager, and the Board of Directors will determine their destination.

It is forbidden to influence the decisions of business partners in any way that is illegal or appears to contravene pertinent regulations.

It is also forbidden to obtain any benefit or advantage for Quinta do Crasto S.A., the employee or any third parties, that might result from unethical practices or that are contrary to the duties of the position, namely through corrupt practices, undue receipt of advantage, or influence peddling.

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In the course of Quinta do Crasto S.A. business, any interaction with civil servants, administrative officials, government agents or other public bodies must be undertaken with the utmost rectitude, transparency and strict compliance with all legal rules and the provisions of this Code of Conduct.

It is forbidden under any circumstances to make donations or political contributions, in cash or in kind, on behalf of and/or in the name of Quinta do Crasto, S.A. or in such way as to appear to be made on behalf of, or in the name of political parties, candidates for political office or organizations or individuals associated with those whose mission is essentially political.

Gifts may only be given if they are in line with socially appropriate behaviour and conform to custom. Socially acceptable gifts are those given as a sign of politeness and good manners, in accordance with local custom, insofar as this benefit is related to professional activity and has no intention or purpose of persuading or obtaining preferential treatment or an illegitimate advantage from the recipient or of unduly influencing their behaviour.

Employees responsible for drawing up the Quinta do Crasto S.A. financial statements must ascertain and list in the respective documentation the real situation of the company's assets, acting in strict compliance with the applicable legislation and in collaboration with the internal and external auditors.

Employees may not approve any payment unless they understand its nature and are able to confirm that it is in the best interests of Quinta do Crasto, S.A.

Any changes to the payment recipient's details are always subject to approval by the Finance Department.

IV. SAFEGUARD QUINTA DO CRASTO RESOURCES

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a. Company resources

Employees must ensure the protection, conservation and rationalization of Quinta do Crasto S.A.'s physical, technological and financial assets which must be used efficiently, with a view to achieving the defined objectives. No resources may be used, directly or indirectly, for employees' own personal benefit or that of third parties.

Employees must protect the assets under their responsibility against loss, damage, misuse and theft.

Employees must adopt the best environmental protection practices, namely, promoting efficient management to minimize the environmental impact of their activities, and responsible use of their resources.

b. Electronic equipment and data usage

Quinta do Crasto S.A. provides electronic equipment for employee's professional use. Personal use of such equipment is permitted, within reasonable limits.

The internet must be used for professional purposes and any personal use must not be abused, especially when it might jeopardize productivity. Filters can also be created to restrict access to and browsing of the internet.

If, for technical reasons, it is not possible to distinguish between professional and personal data, any personal data should be treated as professional ones.

c. Data privacy

Quinta do Crasto S.A. complies with all legislation and regulation regarding personal data.

Employees are responsible for safeguarding all information accessed in the course of their duties, whether it refer to natural or legal persons.

Employees are obliged to comply with all applicable legal and regulatory provisions regarding professional confidentiality and data protection.

Access to and processing of personal data by employees must respect the rights of data subjects and said data must be used prudently to ensure its integrity and confidentiality.

V. COMPLIANCE WITH THE LAW

a. Obeying the Law

Employees must comply with legislation.

Employees may not engage in any illegal activity to obtain information or competitive advantage.

Employees are prohibited from adopting behaviours aimed at persuading a third party to practice any act that is against the law or is unethical in any business context in which Quinta do Crasto, S.A. is party to.

b. Relationship with the authorities

The relationship between employees and public authorities must be governed by a spirit of independence and cooperation.

c. Signing Contracts

Any transaction entered into with a third party must be preceded by the conclusion of the relevant contract.

No employee may sign a contract on behalf of Quinta do Crasto, S.A. without being duly authorized to do so, having studied the contract, understood its terms and decided that signing said contract is in the best interests of the company.

Quinta do Crasto, S.A. is committed to making a positive contribution to society and establishing fair and reliable business relationships with its stakeholders.

Quinta do Crasto S.A. seeks to engage in business with those who adhere to similar standards of conduct.

d. Combatting corruption or related infractions

While engaged in their jobs, employees must be aware of and actively participate in the identification and management of the risks of regulatory compliance set out in the Plan for the Prevention of Risks of Corruption and Related Offences, as well as in the identification and management of external and unforeseeable risks.

Employees are encouraged to contribute to the improvement of risk prevention and management tools.

Quinta do Crasto S.A. repudiates any practice of corruption or related offences and requires strict compliance with the law in all its internal and external relations, regarding both private and public entities.

VI. COMPLIANCE WITH THIS CODE

a. Following the code

Employees must perform their duties in accordance with the terms and principles laid out in this Code of Conduct.

GOLDEN RULE

All employees of Quinta do Crasto are obliged to comply with this code.

Moreover, they must train their subordinates regarding the Code of Conduct. They must be aware that any violations to the Code may result in disciplinary action.

Any failure to comply with the provisions of this Code may give rise to disciplinary or criminal liability, provided the respective statutory procedures are respected.

b. Reporting infractions

Quinta do Crasto S.A. has an internal reporting channel to process any reports of corruption or related offenses, according to that stipulated in Law No 93/2021, of 20 December 2021 regarding complainant protection provisions of the European Union or any violations of that which is set out in this Code of Conduct.

Infringements of this Code must be reported through the internal reporting channel, in accordance with the complaint policy attached to this code of conduct.

4. VIOLATIONS OF THE CODE OF CONDUCT

Any failure to comply with the provisions of this Code may give rise to disciplinary or criminal liability, provided the respective statutory procedures are respected.

Any breach of the duties set out in this Code may result in the employer applying the following disciplinary sanctions to the employee, in the exercise of disciplinary power and under the provisions of Article 328 of the Labour Code, depending on the seriousness of the breach, the degree of fault of the offender and the consequences of the act:

- a) Reprimand
- b) Registered reprimand
- c) Fine
- d) Loss of holiday days
- e) Suspension from work with loss of pay and seniority
- g) Dismissal without compensation or indemnification.

Any act by an employee that might be considered corruption or a related offense is punishable under the Penal Code by imprisonment or a fine. Without prejudice to penalty enhancements applicable to any specific case, the maximum penalties provided for are listed below in general terms:

- Active corruption is punishable by a maximum sentence of five years in prison under the terms of article 374 of the Penal Code.
- Passive corruption is punishable by a maximum sentence of eight years in prison under the terms of article 373 of the Penal Code.
- Receiving undue advantage is punishable by a maximum sentence of five years in prison under the terms of article 372 of the Penal Code.
- Embezzlement is punishable by a maximum sentence of eight years in prison under the terms of article 375 of the Penal Code.
- Criminal economic participation in a business is punishable by a maximum sentence of five years in prison or a fine under the terms of article 377 of the Penal Code.

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- Extortion by a public official is punishable by a maximum sentence of eight years in prison under the terms of article 379 of the Penal Code.
- Abuse of power is punishable by a maximum sentence of three years in prison or a fine under the terms of article 382 of the Penal Code.
- Malfeasance is punishable by a maximum sentence of eight years in prison under the terms of article 369 of the Penal Code.
- Influence peddling is punishable by a maximum sentence of five years in prison under the terms of Article 335 of the Penal Code.
- Money laundering is punishable by a maximum sentence of 12 years in prison under the terms of Article 368-A of the Penal Code; and
- Fraud committed in obtaining a subsidy, grant or credit is punishable by a maximum sentence of eight years in prison under the terms of article 36 of Decree-Law no. 28/84 of 20 January, which establishes sanctions against anti-economic and public health offences.

Fraud carried out to obtain a subsidy, grant or credit is punishable by a maximum sentence of eight years in prison under the terms of article 36 of Decree-Law no. 28/84 of 20 January, which provides for economic infractions and offences against public health.

5. TRAINING

Quinta do Crasto, S.A. carries out an internal training programme for all its managers and employees to ensure that they know and understand the policies and procedures implemented to prevent corruption and related infractions.

Training is adapted to the functions of managers and employees and takes into account various levels of exposure to the specific risks.

6. DISSEMINATION

This Code of Conduct and its respective appendices are published on the Quinta do Crasto S.A. website at <https://www.quintadocrasto.pt/>, under the "institutional" tab) and internally to all employee members of the governing bodies, managers, service providers and suppliers. Moreover, training sessions are given regarding the respective content, or whenever significant changes are made.

7. ALTERATIONS

This Code of Conduct Code of Conduct will be updated every three years, or sooner if the Quinta do Crasto S.A. activity or relevant legislative changes so warrant.

8. APPENDICES

The following document is appended to this Code and forms an integral part of it:

- Appendix I - Internal Complaint Channel Regulations

APPENIX I

Internal Complaint Channel Regulations

QUINTA DO CRASTO S.A.

A. Introduction

These regulations define the procedures and rules to be adopted with regard to reporting, receiving, investigating and archiving reports of offences committed within or by the company Quinta do Crasto, S.A.

These procedures bring Quinta do Crasto S.A.'s practices into line with the General -blower Protection Regime provided for in Law 93/2021 of 20 December that guarantees effective protection for complainants.

The internal complaint channel allows for the secure submission and follow-up of reports, guaranteeing their completeness, integrity and preservation, the confidentiality of complainants' identity and the anonymity of the reporting party, in addition to the confidentiality of the identity of third parties mentioned in the report.

Quinta do Crasto S.A. Quinta do Crasto S.A. is a responsible organisation governed by high ethical standards that believes that reporting any infractions committed within or by the company is essential to its success and reputation.

B. Complainants

The following persons are entitled to use Quinta de Crasto S.A.'s internal reporting channel as "Complainants":

- Employees

- Service providers, contractors, subcontractors, suppliers and any persons acting under their supervision or direction
- Shareholders or persons belonging to the administrative or management bodies or supervisory bodies of legal persons, including non-executive members, or
- Volunteers and trainees.

C. Infractions

Infractions liable to reporting through the complaint channel include any acts or omissions against the law in the following areas:

- Public procurement
- Financial services, products and markets and the prevention of money laundering and terrorist financing
- Product safety and compliance
- Transport safety
- Environmental protection
- Protection against radiation and nuclear safety
- Food and animal feed safety
- Animal health and welfare
- Public health
- Consumer protection
- Protection of data privacy and IT network and system security
- Fraud and any other illegal activities detrimental to financial interests
- Fraud and any other illegal activities detrimental to financial interests
- Cases of violent crime, especially violent and highly organised crime
- And organised crime and economic-financial cases (crimes of corruption, undue receipt of an advantage, economic participation in business, embezzlement, influence peddling, or money laundering).

Reports submitted through the complaint channel lay outside this remit (for example, in matters of harassment, discrimination, conflict of interest, bullying, violation of rules integrated into the code of conduct that do not concern those specified above) are not covered by the protection provided for in the legislation and described here. However, the complainant may use the internal complaint channel to report acts of which he or she is aware, carried out within the company, concerning harassment, discrimination, conflict of interest, persecution or violation of rules laid down in the Code of Conduct and which do not concern the matters listed above. These complaints will be investigated by the company.

Complaints submitted through the complaint channel may include offences that have already been committed, are being committed or can reasonably be expected to be committed, as well as attempts to conceal such offences.

The report of an offence may be based on information obtained in a professional relationship that has since ended, as well as during the recruitment process or during another pre-contractual negotiation phase of a professional relationship that has or has not been established.

D. Complaint Channel

All reports must be submitted through the complaint channel that will be operated internally for the purpose of receiving and investigating complaints by Pedro Miguel Costa Gonçalves for the three-year period 2022-2025.

Allegations must be submitted in writing.

Allegations may be submitted by the following means:

- By post - Allegations may be submitted by post, care of the person responsible for the complaint channel, at Quinta do Crasto, Lugar de Ferrão, 5060-052 Gouvinhas - Sabrosa, or
- By e-mail - in which case the complaint should be sent to: "denuncias@quintadocrasto.pt".

In the event that the person in charge of receiving and investigating allegations is suspected of committing an offence, the report should be sent by letter to the Board of Directors at Quinta do Crasto, Lugar de Ferrão, 5060-052 Gouvinhas - Sabrosa.

E. Procedures

Quinta do Crasto S.A. must notify the complainant of the receipt of the allegation within seven days, provided that the denouncer has provided at least one contact (e-mail address or address).

Quinta do Crasto S.A. is responsible for investigating the allegation, carrying out all the internal actions needed to verify the allegations and, if necessary, to put an end to the offence denounced by opening an internal investigation or requesting that the competent authorities do so (Public Prosecutor's Office, criminal police body, local authorities, among others).

Quinta do Crasto S.A. will inform the complainant, in a reasoned manner within three months of receiving the allegation of the measures planned and adopted to investigate it.

At any time, the complainant may request information about the results of the investigation within 15 days of its conclusion.

It should be emphasized that the company is only obliged to notify the complainant provided the contact details are provided. In the event of an anonymous allegation lacking contact details, the aforementioned communications will not be made.

Throughout the investigation, the completeness, integrity and preservation of the allegation, the confidentiality of the identity or anonymity of the complainant and the confidentiality of the identity of third parties mentioned in the complaint will always be safeguarded and access to the information or investigation by unauthorised persons will be prevented.

F. Confidentiality

All confidentiality will be ensured and access to the complainant's identity, as well as information that directly or indirectly makes it possible to deduce their identity, will be safeguarded throughout the process.

The complainant's identity will only be disclosed in the event of potential legal obligation or court decision.

The disclosure of information by Quinta do Crasto S.A. will be preceded by written communication to complainants who have identified a means of contact, indicating the weighty reasons for the disclosure of the confidential data in question, unless the provision of such information jeopardises the related investigation or legal proceedings.

G. Personal data protection

All correspondence will be handled independently and confidentially to ensure the complainant's personal data is protected.

Any data collected will only be processed to investigate the allegation.

Any personal data collected through the internal reporting channel is carried out under the provisions of the General Data Protection Regulation, which stipulates the rules regarding the processing of personal data for the purposes of the prevention, detection, investigation or prosecution of criminal offences or the implementation of criminal penalties.

H. Archiving

Each allegation is registered, numbered and the dates of its reception, investigation and report are recorded, as is its current status (pending or closed).

An up-to-date record of all allegations is kept in the respective archive for a period of five years or longer, depending on any relevant judicial or administrative proceedings.

I. Complainant Protection

The decision to make an allegation must be taken consciously, thoughtfully and honestly, and presupposes good faith on the part of the complainant.

Protection is only afforded to complainants acting in good faith and with serious grounds for believing that the information reported is true at the time the allegation is made.

Protection is also guaranteed to:

- Natural persons who assist the complainant in lodging their allegations and whose assistance must be confidential, including trade union representatives or workers' representatives
- Third parties connected to complainants such as work colleagues or family members, who might be the target of professional retaliation, and
- Legal persons or similar entities that are owned or controlled by the complainant or where the complainant works or with which they have any professional connection.

It should be emphasized that anyone who intentionally makes a false report or fakes data or evidence to launch an internal investigation, especially with the intention of harming someone, is acting in bad faith and is therefore not protected by this procedure, and may be subject to disciplinary, criminal or civil action. The company ensures complainant protection by enshrining measures which, if violated, could, in addition to the liability provided for by law, lead to civil liability and the obligation to pay compensation for damages caused.

All forms of retaliation, whether overt or subtle, are prohibited including sanctions, acts of harassment or discrimination, whether direct or indirect. Therefore, to help understand and identify situations that might represent retaliation, some acts are enumerated below which, were they to occur within two years of the allegation being filed, might constitute retaliation:

- a) Changes in working conditions, such as duties, working hours, place of work or pay, failure to promote the employee or failure to fulfil labour duties
- b) Suspension of the employment contract
- c) Negative performance evaluation or negative reference for employment purposes
- d) Failure to convert a fixed-term labour contract into an open-ended contract, whenever the worker had legitimate expectations of the same
- e) Failure to renew a fixed-term employment contract
- f) Dismissal
- g) Inclusion on a list, based on a sector-wide agreement, which might prevent the complainant from finding employment in their sector or industry in the future; and
- h) Termination of a supply or service contract or
- i) Any disciplinary sanction applied to the complainant or to any co-worker of the same who assists them in the allegation for a period up to two years after the complaint or its public disclosure is presumed to be abusive.

Sabrosa, June 15, 2022