

LETTER OF COMMITMENT

CRITERIA FOR SUSTAINABLE ACTION

- Respect for Human Rights, as established in the Universal Declaration of Human Rights, the ILO code of conduct and the ten principles of the United Nations Global Compact.
- Subscription and promotion of the Sustainable Development Goals (SDGs) in general and proactive action in those in which the activity or nature of the company can have a relevant impact.
- Dissemination of the SDGs to employees, making feasible alternative forms of contributing to them.
- Disclosure of non-financial information related to social, environmental and corporate governance areas, with explicit recognition and integration in their operation of the requirements contained in applicable legal regulations.
- Preparation and dissemination of internal policies related to
 - ethics and code of conduct, including harassment and discrimination
 - diversity and equity
 - fighting corruption
- Commitment to employees
 - Respect for labour rights, in particular as regards the rejection of all forms of forced labour and child labour
 - Full respect for the right of association and representation
 - Promotion of the prevention, health and safety of all employees, as well as their physical and psychological well-being
 - Ongoing training programmes that allow each employee to exploit their potential
 - Monitoring and preparation of employees to adapt them to the demands of jobs in the future
- Respect for the Environment
 - Respect for the regulatory framework established as a minimum and proactive activity to exceed it
 - Minimising the use of scarce natural resources and impacts on the environment
 - Exploitation of all circular economy opportunities in the company's value chain
 - Measurement and dissemination of environmental impacts according to internationally accepted standards and methodology
 - Development and application of innovative technologies to minimise their environmental footprint

www.etsa.pt

ETSA
Investimentos, SGPS, S.A

Rua Padre Adriano - Olivais do Machio
2660-119 Stº Antão do Tojal | Loures

Tel +351 219 828 190
Fax +351 219 738 207
Email geral@etsa.pt

- Promotion of the progressive extension of the rights and principles contained in this letter and the respective value chain and its products and services.
- Integration in the surrounding communities, promoting a better quality of life.
- Participation in sector associations or other organisations that seek to develop a sustainable performance for companies.
- Involvement of stakeholders, identifying them, hearing them and determining the main relevant topics.
- Sustainable financing
 - Inclusion of sustainability criteria in investment analysis processes
 - Preparation to respond to investors and funders in relation to sustainability criteria for operations
- Preparation of a Roadmap and/or a Sustainability Operational Plan, according to company criteria and priorities.
- Definition of a Sustainability Management Structure in the company, reporting to Executive Management
 - that ensures the implementation of the company's sustainability roadmap
 - that interacts with its counterparts in Semapa
 - that disseminates and shares best practices throughout the value chain
 - that regularly and transparently communicates the respective performance of the company

Loures, 20 December 2018.

The Board of Directors



www.etsa.pt

ETSA
Investimentos, SGPS, S.A

Rua Padre Adriano - Olivais do Machio
2660-119 St.º Antão do Tojal | Loures

Tel. +351 219 828 190
Fax. +351 219 738 207
E-mail geral@etsa.pt