

SUPPLIERS'

code of conduct



Cia.Hering



Facilitating choices, making life easier.

Cia Hering has a soul. We are not, nor do we want to be, just another company.



For 139 years, we've taken a lighter, more human easy-going approach to life. Believe us: this never goes out of fashion. With passion and courage we have reinvented ourselves to create timeless icons that deliver quality and a simple and authentic manner.

Proud of our history and enterprising spirit, we have evolved together and created value day after day. Yes, we make things happened.



What's really nice is to see that these values have never been more relevant. In a world inundated with information and complexity, simple and authentic things are becoming fundamental.

When we keep things simple, we allow what is essential to appear, that is why we shroud ourselves with confidence to further strengthen our culture which has brought us to here: reason, emotion and action.

Because one can only make history when we bring together people and actual causes in order to perceive the essence of everything around us.

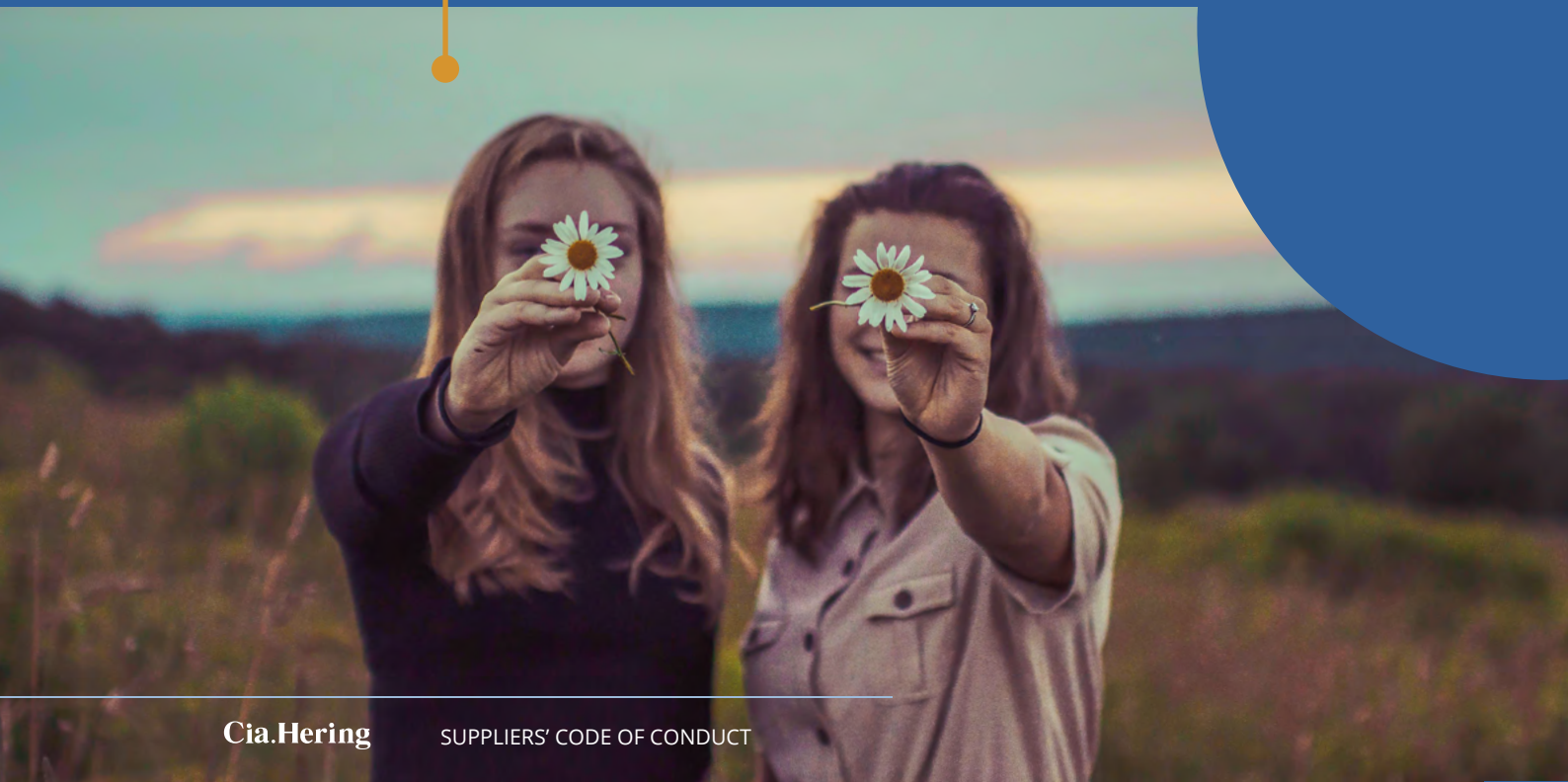


The principles of Cia. Hering are to engage in business in an ethical, legal, environmentally and socially responsible manner.

This Code applies to and will have to be signed by all suppliers of Cia. Hering. Its purpose is to foster alignment with the guidelines that underpin the business Cia. Hering does with its suppliers, striving for ethical conduct and respect for the law.

By means of this document, which is based on standards international such as the SDGs and the ILO guidelines, Cia. Hering is stipulating the conduct expected of its suppliers, and from in relation to their employees and subcontractors.

By accepting this Code, the suppliers assume the commitment that all the agreements, contracts and business relationships, current and future, with Cia. Hering will abide by the provisions contained in this document.



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Cia.Hering

1. Employment Contracts

The suppliers of Cia. Hering must enter into employment contracts with their employees that respect local laws, while also valuing and respecting human rights. Labor relations that do not abide by this premise, or which are not governed by formal employment contracts, will not be tolerated.



Cia. Hering does not countenance child or hard labor and, if detected, the agreement with the supplier will be immediately suspended.

Child labor

Child labor is any form of work performed by children and adolescents under the minimum permitted age, according to each country's legislation. In Brazil, generally speaking, those who have not yet attained the age of 16 are forbidden to work. Cia. Hering does not tolerate the use of child labor that infringes the legislation and rules of the International Labor Organization ("ILO").

The suppliers of Cia. Hering must comply with: i) local legislation local, especially in regard to the minimum age of their employees, according to ILO guidelines; and ii) the legal requisites in the case of programs involving "young apprentices", especially in regard to timekeeping and working conditions, salaries, health and safety.

Forced/Compulsory labor

Cia. Hering does not admit or tolerate that its suppliers, regardless of their location, use labor: i) similar to hard labor; ii) compulsory labor of any kind, whether through debt or withholding of documents, iii) in degrading conditions using threats or psychological violence; iv) in geographically isolated locations or using ostensive surveillance of the workplace so as to confine workers, v) linked to any type of fee collection during recruitment and admission processes.



Suppliers must only hire workers by paying salaries and who are in possession of documents granting legal permission to work. Workers must be free to quit the employment against prior notice.

2. Subcontracting

Subcontracting by suppliers must be preceded by: i) approval from Cia. Hering; and ii) and the agreement of the subcontractor to fully accept this Code. Suppliers are co-responsible for the acts of their subcontractors and, therefore, they must maintain mechanisms for monitoring their subcontractors in regard to compliance with this Code.



It is forbidden to subcontract suppliers who also do not abide by the premises of this code of conduct, especially on issues involving formalization, occupational health and safety.

3. Working day

Suppliers must respect the maximum limit of the working day established under prevailing local legislation. In addition, the workload must not exceed the overtime limit stipulated in law, and any overtimes shall be also be recorded and remunerated as per local legislation. In Brazil, workers are entitled to at least one weekly day of rest (WDR); likewise, remunerated vacation periods and public holidays must be respected, as per local legislation.



4. Valuing and respect for diversity

Suppliers must assure the workers that the job – including the hiring process, remuneration, benefits, career path, dismissal and retirement – is offered based on individual competence, with no distinction of gender, nationality, race, skin color, ethnic or social origin, age, marital status, motherhood or fatherhood, creed, political conviction, union affiliation, disability, sexual orientation or any other kind of diversity. There is zero tolerance, for example, of gender-based salary discrepancies where men earn more than women performing the same duties or holding the same job position. The right to maternity and paternity leave or other leave provided for in law must be assured, in addition to accessibility to the company's information and structures for all employees that ask for adaptations or translations, such as immigrants/foreigners or persons with disabilities.



Suppliers must foster an environment of inclusion for all, and every type of diversity, without discrimination or attitudes of intolerance.

5. Harassment

Suppliers must treat workers with respect and dignity. To that end, the work environment must be free of any form of harassment, such as corporal, moral or financial sanctions (penalties), physical, sexual, psychological or verbal abuse or harassment.

6. Workplace health and safety

Suppliers must provide workers with a work environment: i) free of risks and compliant with the laws and rules and regulations applicable to their activity, including worker safety and health, ii) equipped with sanitation, fire safety, protection against risks and electrical, mechanical and structural safety, iii) first responders for emergencies and occupational injuries and illnesses, iv) proper industrial sanitization and safety; v) the provision of PPEs for special tasks or those requiring physical effort, vi) protection for equipment, vii) provided for work safety; viii) the proper quantity of lodgings (if applicable), rest rooms, refectories and canteens.

7. Compensation (wages and benefits)

Suppliers must provide workers with compensation of at least the legal minimum for the category required to comply with a local legislation, and provide all benefits determined by the law or under agreement.



In addition to payment of wages, workers must receive - when applicable - payment equivalent to overtime worked, night-shift bonus, vacations, Christmas bonus, benefits, all in accordance with the local legislation and conventions.

8. Freedom of association

Suppliers must recognize and respect workers' rights to exercise freedom of association with unions or workers commissions that seek representation as per local laws. They must also respect and comply with workers' rights provided for under collective bargaining agreements and conventions.

9. Prior notice, dismissal and disciplinary action

Suppliers must ensure relationships of respect with their employees at all times, including in cases of prior notice, dismissal or the imposition of disciplinary actions for misconduct under the supplier's code of conduct or the types of behavior described in this document.



No type of physical or psychological sanctions representing sexual, moral or verbal abuse will be tolerated.



Cia.Hering

1. Obeying the law

The suppliers of Cia. Hering must conduct their business in compliance with all laws and regulations applicable to the countries where they operate.

2. Confidentiality of information

The suppliers of Cia. Hering must ensure the confidentiality of all information received, and they can only disclose information with the express approval of Cia. Hering.



Suppliers must treat information or data about the operations of Cia. Hering as confidential at all times, unless this information is in the public domain.

3. Anti-corruption

Cia. Hering does not tolerate acts of corruption. Suppliers must behave at all times in compliance with the laws against corruption, bribery laws and fraud, striving for relationships founded on ethics, integrity and transparency.

4. Gifts and presents

Suppliers must not offer employees of Cia. Hering presents, trips or any other items, so as to avoid any conflict of interest in the business relationship.



Cia. Hering only admits promotional items of less than R\$100.00 in value, for example: pens, agendas and calendars.

5. Kinship relationships

To avoid conflicts of interest, if a supplier has a kinship relationship or affinity with any manager of Cia. Hering, this must be reported to the Compliance Area (compliance@ciahering.com.br) for assessment.



Kinship relationships may be allowed between employees and suppliers provided they do not interfere with the independence and impartiality of the professional relationship.

6. Communication

Suppliers must ensure that this Code is communicated and applied to their employees, and they must also maintain good business relations with the employees of Cia. Hering.

7. Product quality

Suppliers must provide products according to: i) the descriptions in the Production/Purchase Orders, and ii) the standards of Quality and Safety required and specified in the Quality Standards, when applicable.

8. Engagement with the community

Every company is part of a larger social organism and impacts the community to which it belongs. Suppliers of Cia. Hering must ensure good relationships with their local communities, respecting social and cultural aspects and fostering their development.



Their choices must also be based on the generation of sustainable value for both the business and the community.

9. RESPECT FOR THE ENVIRONMENT

Suppliers must comply with environmental law, the codes and regulations applicable to the place of work, products supplied or manufactured, and manufacturing methods. They must also only use materials originating from operations that also comply with the environmental laws and regulations of the country of origin. It is the supplier's responsibility to manage their environmental footprint, such as the treatment of effluents, disposal/recycling of waste or conscientious consumption of water and energy resources via a SWMP –Solid Waste Management Plan, indicators of water and energy consumption, inventories of CO2 emissions, or monitoring of effluent parameters.

Besides managing their environmental footprint, suppliers must commit to strive for the continuous improvement of their processes, reducing adverse environmental impacts while boosting innovations that foster the conscientious consumption of natural resources. Activities or practices that engender the degradation of biodiversity, such as deforestation of protected areas, water pollution or wasting of natural resources are not tolerated.



Leftovers and waste from materials sent by Cia. Hering, in the case of suppliers who engage in phases of production processes, must be returned in full to Cia. Hering after the production phases, including leftovers and waste from packaging, fabrics or inputs.

10. TRANSPARENCY AND HONESTY

When engaging in their activities and actions, suppliers must adopt conduct themselves in an honest, worthy and transparent manner, strictly complying with the applicable laws, respecting human rights, the environment and the ethical standards of society. They must also comply with all laws, rules and regulations applicable to each country or regions where they operate.

11. ETHICS CHANNEL

Cia. Hering makes an Ethics Channel available for reporting any situations that breach this Code of Conduct. The channel can be accessed using the "Contato Seguro" (Secure Contact) application on the site www.contatoseguro.com.br/ciahering or also by calling

0800 601 8606

Suppliers must ensure that their employees are aware of and have access to the Ethics Channel of Cia. Hering, whether by publicizing this on their in-house communication channel or by using other materials like folders and banners deployed in areas of movement within the company and visible to all employees.

All reports will be received by the company "Contato Seguro", an independent company specializing in the ethics channels. Once registered, the reports are investigated internally by the Ethics Committee and Subcommittees of Cia. Hering consisting of representatives of different areas, who work with discretion, impartiality and independence. Whistleblowers are assured of total confidentiality, and they can opt to identify themselves, or not.

COMMUNICATION CHANNEL

Anyone identifying violation of these principles must get in touch with Cia. Hering using the communication channels:

Site:

contatoseguro.com.br/ciahering

Application:

Contato Seguro (Secure Contact)

Telephone:

0800 601 8606

INVESTIGATIONS, SANCTIONS AND PENALTIES

Suppliers of Cia. Hering must be aware of the provisions in this Code and take the necessary corrective measures to immediately put right any non-compliance identified.

Compliance with all manners of conducts described in this document is managed by on-site visits, monitoring of documentation, as well as by following up on and investigating complaints and reports received by the Ethics Channel or by the business teams operating directly with the suppliers.



In the event of non-compliance with any item of this Code, Cia. Hering reserves the right to take corrective action (blocking new orders or engagements) or even rescinding on-going contracts. Suppliers must ensure compliance with this Code as a fundamental condition for them to remain on the supplier base of Cia. Hering.



TERM OF ADHERENCE TO THE SUPPLIERS' CODE OF CONDUCT

By this instrument, the qualified company fully warrants and agrees to the terms and conditions of the Suppliers' Code of Conduct of Cia. Hering. The company is aware: i) that all principles specified in the Code must be complied with; ii) that its supply contract may be suspended or even rescinded if it is proven that the supplier or its representatives, agents or subcontractors have behaved in a manner inconsistent with this Code; and iii) is jointly accountable to Cia. Hering for acts committed by its subcontractors, agents and employees that contradict the Code.

Signature of Legal Representative of the Company

Name of Legal Representative of Company: _____

Individual Taxpayer Registration Number: _____

Company Name: _____

Tax Registration: _____

State Registration: _____

Address: _____

Zip Code: _____

District: _____

City/State: _____

E-mail: _____

Telephone: _____

DATE: ___/___/_____



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