



INTEGRATED **SOCIAL**
RESPONSIBILITY POLICY

ENVIRONMENT

- Publicise the environmental actions carried out by HILATURAS FERRE.
- Comply with the legal and regulatory requirements applicable to us.
- Maintain a precautionary approach to protecting the environment.
(Principle 7 of the UN Global Compact)
- Support initiatives to promote greater environmental responsibility
(Principle 8 of the UN Global Compact)
- Encourage the development and dissemination of environmentally-friendly technology.
(Principle 9 of the UN Global Compact)
- Promote and improve good environmental practice in our company.
- Take sustainability criteria into account when making purchases and investments.

HUMAN RIGHTS

- Not use or support child labour.
(Principle 5 of the UN Global Compact)
- Not allow or use any form of forced or compulsory labour.
(Principle 4 of the UN Global Compact)
- Ensure that working hours comply with Textile Agreement regulations.
- Enable employees to exercise their right to freedom of association and collective bargaining.
(Principle 3 of the UN Global Compact)
- Not allow any kind of discrimination based on race, caste, national origin, religion, disability, gender, sexual orientation, trade union membership, political affiliation or age when recruiting, remunerating, training, promoting, dismissing or retiring our employees.
(Principle 6 of the UN Global Compact)
- Guarantee that basic salaries comply with legal requirements or the minimum rules established by each industry sector, ensuring that they are sufficient to cover the basic needs of our staff.

_ENVIRONMENT

_QUALITY

_HUMAN RIGHTS

_WORKING PRACTICE
AND DECENT WORK



WORKING PRACTICE AND DECENT WORK

- Create a safe and healthy working environment and put the appropriate measures in place to prevent accidents and damage to health at work or associated with the working activity. To reduce, as far as is reasonable and feasible, the causes of the risks inherent to the workplace.
- Guarantee that all employees, including new employees, receive regular documented information about health and safety at work applicable to their own work environment.
- Put systems in place for detecting, preventing and responding to potential health and safety risks and hazards affecting all employees.
- Maintain excellent hygiene and health conditions that cover the basic needs of all employees in the workplace.

QUALITY

- Guarantee our clients receive the best quality products and services.
- Keep close and professional contact with our clients and foster continuous improvement in all our dealings with them.
- Promote ongoing training, an inclusive management style and professionalism throughout the organisation.
- Be innovative in our processes, our product development and in our marketing and communication.