



2Windservice Supplier Code of Conduct

1. Introduction

- **Purpose:** To define the ethical standards and principles that guide our suppliers' actions and decisions.
- **Scope:** This Code applies to all suppliers, contractors, and partners of 2windservice Lda

2. Compliance with Laws and Regulations

- Suppliers must comply with all applicable local, national, and international laws and regulations, including labor laws, environmental regulations, and anti-corruption laws.

3. Ethical Practices

- **Integrity and Honesty:** Conduct business transparently and honestly, ensuring all transactions are accurately reflected in business records.
- **Conflict of Interest:** Avoid actions that could conflict with the interests of 2windservice Lda or compromise impartial decision-making.
- **Gifts and Hospitality:** Limit gifts and hospitality to reasonable, modest, and customary business practices.

4. Labor Practices

- **Child Labor and Forced Labor:** Prohibit the use of child labor or forced labor in any stage of product manufacturing or service delivery.
- **Non-Discrimination:** Provide a workplace free from discrimination based on race, color, age, gender, sexual orientation, ethnicity, disability, religion, political affiliation, union membership, or marital status.
- **Health and Safety:** Ensure a safe and healthy work environment for all employees by implementing necessary safety measures and ongoing training.

5. Environmental Responsibility

- Suppliers are expected to share 2windservice Lda's commitment to sustainability and environmental responsibility, including waste disposal, emissions control, and natural resource conservation.

6. Reporting and Whistleblower Protections

- Encourage reporting of unethical behavior or violations of this Code.
- Protect whistleblowers from retaliation and ensure that reports are investigated fairly and confidentially.

7. Disciplinary Actions

- Violations of this Code may result in disciplinary actions, up to and including termination of contracts.

8. Training and Awareness



- Provide regular training and resources to ensure that all suppliers understand and adhere to this Code.

9. Review and Updates

- This Code is reviewed regularly and updated as necessary to ensure it remains relevant and effective.

2WINDSERVICE