

## **Caetanobus Modern Slavery and Human Trafficking Statement 2023**

### **1. Introduction**

Caetanobus, Fabricação de Carroçarias, S.A. (Caetanobus) has revised this Anti-Slavery and Human Trafficking Statement for the fiscal year ended 31 March 2023 ("FY Mar/2023"), in response to Section 54 of the UK Modern Slavery Act 2015.

### **2. Our Organization**

Caetanobus is a company incorporated under the laws of Portugal, having its head office in Vila Nova de Gaia, in Portugal. Our company manufactures electric and fuel cell buses as well as coaches, minibuses and airport buses aiming to change mobility worldwide. A company that uses technology, innovation, and design to be always one step ahead, closer to the future.

CaetanoBus S.A. holds 2 brands, CAETANO and COBUS and also manages 2 branch companies, Caetano UK, in U.K. and COBUS INDUSTRIES in Germany.

We operate through 2 facilities, the Headquarters in Vila Nova de Gaia and the other one in Ovar, both with production facilities. Over the last four years, on a consolidated basis, we have generated an average of 73M€ in sales, with 70% of this value being exports, considering a labor force of more than 800 workers.

For more information on our organization, please refer to our website below.  
<https://caetanobus.pt/en/home-3/>

### **3. Our Business**

As previously referred, Caetanobus aims to produce different products for public transport mobility solutions, focusing its efforts in creating ZERO emission buses.

For more information on Caetano's business activities, please refer to our website below.

<https://caetanobus.pt/en/urban-zero-emissions/>

### **4. Our Supply Chains**

Caetanobus business involves a wide range of functions and services, such as marketing, business development, project management, logistics, finance, risk Assessment management and digital transformation. Therefore, we are active at almost all stages of our supply chains, from upstream to downstream.

We try to identify high risk business areas through our human rights risk evaluation process always making an assessment to our suppliers means of working, mainly Portuguese SME's. Our business operations and supply chains mainly related to industrial and mechanical works always carry out the needed measures and actions to mitigate the risk for slavery and human trafficking.

## 5. Our Policies and Guidelines

CaetanoBus values are now based on where do we come from, on what we are and what we want to be, in the history built by Salvador Caetano.

*“With tolerance... with respect  
with strictness... with cooperation  
with innovation... with tradition  
with quality and...  
always customer-oriented”*

- **CODE OF PROFESSIONAL CONDUCT AND ETHICS**

Formulated in 2018, the main objective of this Code of Conduct and Professional Ethics is precisely standardize and make it clear to everyone - internally and externally - what our duties and fundamental values are.

Caetanobus has always been, is and will be in the market with integrity, honesty, and respect for everyone with whom we relate. All the employees, whatever their functions are, in addition to their duty of observing the laws in force, must guide their conduct always taking into present the principles in this code.

- **EQUALITY AND NON-DISCRIMINATION**

Sets out the corporate guidelines, include requirements for employees to respect human rights and not to engage in discrimination of any kind. It also states that employees shall prevent human rights violations and collaborate with suppliers to ensure that they do not contribute to human rights violations, such as child labor or forced labor.

- **CORPORATE SOCIAL RESPONSIBILITY**

Together with the Social Responsibility policy of the Salvador Caetano Group, CaetanoBus has a socially responsible posture towards the community in which it is located. Our commitment, internal and external, is based on the focus of creating a better future and in satisfying the needs of current and future generations, a legacy left to us by our Founder, Salvador Fernandes Caetano, known for being a businessman with an entrepreneurship vision, a dreamer, guided by the maxim of “Always present in the construction of the Future”.

CSR: <https://caetanobus.pt/en/social-responsability-and-sustainability/>

- **TRAINING AND CAPACITY BUILDING**

Staff awareness is a key measure in preventing modern slavery and human trafficking. In order to enhance awareness of human rights and labor related issues in our global supply chains, we hold continuous improvement seminars and activities regularly, based on the Kaizen methodology.

CaetanoBus and Salvador Caetano Group have an internal school for youngsters with equivalence to high school grade where our young staff study and develop professional skills for bus and coach and automotive industries.

**Key points:**

- The company provides training and awareness programs on modern slavery and human trafficking to its employees and suppliers, especially those who are involved in procurement, sales, and operations.
- Training and awareness programs cover topics such as the definition and indicators of modern slavery and human trafficking, the company's policies and expectations, the legal and reputational implications, and the reporting channels and procedures.
- Caetanobus participates in external initiatives and forums to share best practices and learn from other stakeholders on how to combat modern slavery and human trafficking.

## **6. Due Diligence and Risk Assessment**

Caetanobus conducts due diligence on its suppliers, customers, and other business partners to identify and mitigate any potential modern slavery and human trafficking risks. The company uses a risk-based approach to prioritize its due diligence activities, taking into account factors such as the country of operation, the sector, the product or service, and the type and level of relationship.

Due diligence process includes screening, self-assessment questionnaires, audits, and site visits, as well as ongoing monitoring and review.

The following areas were identified as higher risk for modern slavery and human trafficking in its business and supply chain: raw materials sourcing, subcontracting, labor agencies, and transportation and logistics.

The company has taken steps to address these risks, such as implementing traceability systems, requiring suppliers to disclose their subcontractors, verifying the credentials of labor agencies, and ensuring that drivers are paid fairly and have adequate rest periods.

## **7. Remediation and Grievance Mechanisms**

The company has established remediation and grievance mechanisms to address any cases of modern slavery and human trafficking that are identified or reported in its business and supply chain.

These mechanisms include internal and external reporting channels, such as the Ethics line and the Supplier Portal.

Caetanobus investigates any allegations or suspicions of modern slavery and human trafficking promptly and thoroughly and takes appropriate actions to remedy any adverse impacts and prevent recurrence.

The rights and dignity of the victims are respected, and the company provides them with access to remedy and support, in collaboration with relevant authorities and organizations.

**Approval**

Caetanobus's Board of Directors has ultimate responsibility for overseeing the company's approach to modern slavery and human trafficking, and the Audit and Risk Committee reviews the company's Modern Slavery Statement before publication. This statement has been approved by the Caetanobus Board who, together with the competent departments will review and update it as necessary on an annual basis.

Grupo Salvador Caetano

# CODE OF PROFESSIONAL CONDUCT AND ETHICS

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NIPC/VAT PT 505 675 498

CB 033-D



## INTRODUCTION

The growth of Grupo Salvador Caetano SGPS, S.A., top holding company and integrator, in a way directly or indirectly, of the business universe that constitutes the Salvador Caetano Group (hereinafter GSC or Group), requires careful and responsible consideration of all matters that reflect the Values and Professional Ethics assumed by the Group. In all our We recognize the importance of always bearing in mind the principles by which governs and guides our strategy and how they should be internalized and effectively practiced by all employees.

For the GSC, the main objective of this Code of Conduct and Professional Ethics is precisely standardize and make it clear to everyone - internally and externally - what our duties are and fundamental values.

It is therefore expected that these rules will become an authentic guide of conduct, contributing to the consolidating the image and role of the GSC and deepening trust with all stakeholders, namely shareholders, employees, service providers, government agencies, regulators, local communities, customers, suppliers, competitors and media.

We count on the commitment of all to set an example by adopting the principles set out here. The practice of responsible and ethical conduct in the way we develop our business, honoring the Ser Caetano Values, is a duty of all who are part of the Salvador Caetano Group.

Be Caetano. It's us.

1. This Code of Professional Conduct and Ethics (hereinafter also referred to as only by Code) is applicable to the members of the corporate bodies of GSC companies, as well as everyone else who works or provides services to the Group, regardless of the company in which they carry out their activity or the type of employment relationship.
2. This Code of Professional Conduct and Ethics can also be applied to representatives, external auditors and other entities that provide services, permanent or occasional, to any GSC company.
3. For the purposes of this Code, the persons referred to in 1 and 2 above are referred to as contributors.
4. This Code is applicable without prejudice, however, to other legal provisions or regulations to which they are bound, namely due to inherent functions, the persons and entities included in its scope.

The GSC has always been, is and will be in the market with integrity, honesty and respect for everyone with whom you relate. All the Group's employees, whatever their functions, in addition to their duty of observing the laws in force, must guide their conduct always taking into present the following fundamental principles:

### **1. Responsibility and Professional Loyalty**

All employees must guide their performance by strict compliance with the responsibilities assigned to him, performing his functions strictly fulfillment of what constitutes their description, with the observance of the instructions that legitimately given to them by their managers, assuming the consequences of their actions or omissions in the development of the activity to which they are attached. Employees must use the power that has been delegated to them in a thoughtful and non-abusive, always considering the interests of the company and the pursuit of its objectives, namely the safeguarding of the GSC's heritage. On the other hand, employees should motivate team spirit, be in solidarity with the decisions that may be taken, act without discretion, with transparency, rigor and avoiding any conflicts of interest and attitudes that may affect the image of the company. company and GSC.

Employees of the Salvador Caetano Group must know and comply with current regulations (internal regulations and procedures) that are applicable to their activity and / or professional relationship.

### **2. Innovation and Initiatives**

In the Salvador Caetano Group, new ideas should be actively encouraged as a means of obtain a constant improvement of our products and services. In this context, the error that can the implementation of these new ideas may be tolerated and even encouraged, as a step towards success. Employees must have a position of total openness to the



implementation of new work processes and tools, committed to updating their knowledge and optimizing their professional skills.

### **3. Interpersonal relationship**

The Salvador Caetano Group is committed to promoting the existence of a cordial environment in the company, essential for the well-being and good performance of its employees. Likewise, all employees must contribute to the construction of a good working environment, based on criteria of loyalty, mutual respect, education and justice. Employees are also expected to adopt principles of cooperation, teamwork and accountability in the pursuit of excellence and achievement. The Salvador Caetano Group repudiates discriminatory practices and promotes equal opportunities for all, as well as the right to moral integrity and dignity in the workplace.

### **4. Respect for Human and Labor Rights**

The Salvador Caetano Group respects and is committed to promoting the fundamental rights of its Employees and ensuring decent working conditions, as determined by the Universal Declaration of Human Rights and in accordance with the applicable national labor legislation.

Therefore, the Salvador Caetano Group Companies are committed to:

a) Do not accept any form of child labor or forced labor, nor tolerate such practices on the part of third parties who provide you with products or services. In the case of young workers, under 18 years of age, but who have reached the legal minimum age to work, the Salvador Caetano Group guarantees their employment in accordance with the applicable law and protects them from any type of activity that they may place risk to your health or safety.

b) Prohibit acts of physical or psychological violence, condemning any form of coercion or physical or verbal violence, including sexual harassment, to harm the dignity of the Employee or create a hostile environment.

c) Guide their labor policies to promote equal opportunities and respect for People in harmony with the Ser Caetano Values. Therefore, discriminatory behavior is



not permitted, based on race, ethnicity, nationality, social origin, age, sex, ideology, political opinion, religion or any type of physical or social condition.

d) To guarantee gender equality across the board, eliminating discrimination and valuing technical skills and attitude, regardless of gender, as well as the respective compensation. Based on these practices, it must also encourage diversity from its Management to the Social Bodies, assuming itself as a Group capable of responding to the challenges of an increasingly global and inclusive world.

## **5. Conflict of interests**

Employees must act independently, impartially and with loyalty to the Salvador Caetano Group and regardless of interests - be they themselves or others. In this context:

a) Employees must refrain from intervening or influencing decision-making that may be related to people to whom they are or have been linked by ties of kinship or affinity or entities with which they collaborate or have collaborated.

Involvement in activities that may enter competition or that may interfere with the activities of the companies of the Salvador Caetano Group and, in the event of a potential conflict of interest, employees and service providers must inform you immediately by in writing, to your superior or the entity responsible for the application of this Code of Conduct and Professional Ethics (Corporate People, Brand and Communication Department).

## **6. Hiring and Professional Development**

In processes of selection and hiring of employees and service providers, the participation of family members will be allowed (indicated by the employee himself or not), as long as the following main conditions are safeguarded: all candidates will be submitted to the stages of the recruitment process; there will be no favoritism or privilege, regardless of the degree of kinship; some hiring of family members, whether for employees or suppliers may need the validation of the Board of Directors of Grupo Salvador Caetano, SGPS, SA, and when such hiring takes place at the level of family members of employees who hold management positions, it becomes imperative to do so.



The Salvador Caetano Group is committed to ensuring that the remuneration attributed to its Employees complies with the legal requirements. The policies and integrated initiatives for hiring, remuneration and professional advancement are primarily aimed at valuing and retaining human capital with high potential and performance.

## **7. Confidentiality of information**

Employees are obliged to protect the confidentiality of business information to which they have access within the scope of the functions they occupy, namely that relating to the Salvador Caetano Group and its customers and suppliers, and should not use any type of internal knowledge to obtain personal benefits.

All communications related to confidential internal information and personal data issued by any Employee of the Salvador Caetano Group cannot be directed to third parties unless expressly authorized by the recipient, always respecting the current data protection legislation.

In case of termination of the employment contract, Employees are obliged to return all confidential information, such as documents and information storage files, such as the computer terminal.

Compliance with the duty of confidentiality, as well as professional secrecy, must persist even beyond the end of the mandate, the termination of the employment relationship or the provision of services.

## **8. Corruption, Bribery and Related Practices**

The Salvador Caetano Group defends transparent and equitable business practices and does not tolerate any active or passive form of bribery, corruption or influence peddling.

Salvador Caetano Group employees will refuse any offers that may be considered or interpreted as an attempt to influence the company or the employee. In case of doubt, the employee must report the situation, in writing, to the respective hierarchy or to the entity responsible for the application of this Code of Conduct and Professional Ethics (Corporate People, Brand and Communication Department).

Likewise, no employee can offer any gift or other benefit that can be understood as an attempt to influence a current or future decision-making process, or as a reward for a decision already made. In case of doubt, the employee must report the situation, in writing, to the respective hierarchy or to the entity responsible for the application of this Code of Conduct and Professional Ethics (Corporate People, Brand and Communication Department).

## **9. Use of the Group's assets and resources**

Employees must protect and ensure the good conservation of the companies' assets (facilities, equipment and others) and use resources efficiently and responsibly, avoiding waste. Likewise, employees must refrain from using the assets of the Salvador Caetano Group for their own benefit or that of third parties.

The databases of customers and suppliers, technical documentation, hardware and software and intellectual and industrial property rights represent a highly asset for the Salvador Caetano Group, so the information contained therein must be treated with extreme care and cannot be used for purposes other than those related to the activity of the Salvador Caetano Group and entities it participates in.

The use of electronic mail and internet made available to the members of the governing bodies and employees should be limited to matters related to the Salvador Caetano Group's activity, and users should refrain from using these means for other purposes.

## **10. Use of social networks**

The Salvador Caetano Group recognizes the importance of social networks as an important communication platform. All employees must be aware of the opportunities, but also of the risks that social networks represent, particularly in the publication of information that may harm the interests and reputation of the Group, its brands, products, services and activities.

Therefore, it is the duty of all employees whenever they mention the Salvador Caetano Group in their emails and personal / private accounts:



a) Ensure that the content of their online comments does not conflict with the Group's values and vision, abstaining, in case of controversial opinions, or involving political and religious convictions, from involving the Salvador Caetano Group.

b) Ensure that the communication is not obscene, defamatory, threatening or discriminatory to another person or entity, including the Salvador Caetano Group, its employees, partners and / or individuals or organizations related to the company's business and activity.

c) Know that the guidelines for the confidentiality and secrecy of information are also applicable in the context of social networks.

Employees of the Salvador Caetano Group are required to comply with the rules established in the Salvador Caetano Group's Social Media Policy, available for consultation on the Employee Portal.

## **11. Environment and Sustainability**

The Salvador Caetano Group and its employees must be committed to reducing the impacts of their activity on the environment and promoting sustainability, in line with the principles contained in the Environment Policy.

## **12. Occupational Health and Safety**

The Salvador Caetano Group is committed to providing a healthy and safe work environment for all employees and service providers. Everyone should collaborate in complying with the established Occupational Health and Safety rules, informing their superiors about any deviations observed, to ensure that the safety of the company's people, facilities, equipment and assets are never put at risk.

**1. Relations with Shareholders**

The Salvador Caetano Group has as its fundamental objective the creation of value for its shareholders through the excellence of its performance and the sustainability of its business. It also undertakes to provide the necessary information in a timely, truthful, transparent and accurate manner.

**2. Relations with Government Agencies**

The Salvador Caetano Group and its employees are committed to ensuring, in all its activities, full compliance with the national and international laws in force. Employees must never carry out, on behalf of the Salvador Caetano Group, directly or indirectly, any action that violates the laws and regulations applicable to the respective industrial and / or commercial activity.

The Salvador Caetano Group guarantees compliance with all tax obligations, recording and declaring all transactions made.

**3. Relations with Regulatory Entities**

The Salvador Caetano Group will unconditionally provide all the collaboration requested by the authorities for the supervision and regulation of industrial and / or commercial activities.

**4. Relations with the Community**

In the development of our activity, we recognize the need to contribute to the sustainable development of the places where we operate and to maintain cooperative relations with communities through support for social, cultural and academic institutions.

## **5. Relations with Customers and Suppliers**

The Salvador Caetano Group considers that acting with integrity in the relationships it establishes with its customers and suppliers is a prerequisite for a long-term successful relationship. Thus, it is the duty of all employees to behave with highly professional and correct behavior in the relationship with customers and suppliers.

The Salvador Caetano Group and its employees are committed to ensuring that they comply with the regulations and safety practices in force in their companies.

The Salvador Caetano Group will refrain from maintaining relationships with suppliers that are not in line with the principles of this code of ethics and with its values, and should actively sensitize its employees in this regard.

## **6. Relations with Competition**

The Salvador Caetano Group believes in fair competition and maintains a professional, respectful and cordial relationship with our competitors. In this way, we respect the market rules and criteria promoting healthy competition, complying with anti-competition legislation, as well as with intellectual property rights.

In contacts with competitors, employees and service providers should avoid discussing private or confidential information.

## **7. Relations with the Media**

The information provided to the media must be provided by the legal representative of the Salvador Caetano Group or person mandated for this purpose, after competent authorization for that purpose. Before being released, the information must be validated by the Communication Department, which must ensure about the content conveyed to the various sources of information.

The information made available to the media must be clear and true, respecting the values of the Salvador Caetano Group. Information related to products sold must always be previously validated by the respective departments of the Salvador Caetano Group.

**1. Violation of the Code of Professional Conduct and Ethics:**

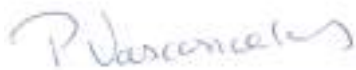
a) The knowledge of the violation of this Code must be the object of immediate communication to the direct superior hierarchy, without fear of any reprisals on the part of employees.

b) Violation of the rules of the Code may, among others, constitute a disciplinary infraction whose assessment concerns the competent bodies. For this reason, it must be communicated to the Administration of the entity where it occurs. That communication will be made in writing, which, after being received by this Administration, will be sent to the Board of Directors of Grupo Salvador Caetano SGPS, S.A. . This Board will then issue its opinion addressed to the management body where the violation, which will take it into account when deciding whether to initiate disciplinary proceedings or other procedures, without prejudice to legal deadlines.

**2. Dissemination of the Code of Conduct and Professional Ethics:**

a) The Code will be disclosed internally by all entities directly or indirectly articulated in the referred Group.

1. This Code has been approved by the Board of Directors of Grupo Salvador Caetano SGPS, S.A. and is extended to all its subsidiaries, directly or indirectly.
2. The members of the governing bodies and employees of entities directly or indirectly owned by Grupo Salvador Caetano SGPS, S.A. commit to this Code of Business Conduct and Ethics, signing a term of commitment, for the ethics of the rules of conduct presented therein.
3. THE PEOPLE, BRAND AND COMMUNICATION CORPORATE DIRECTOR is the entity responsible for the implementation and monitoring of the application of this Code of Professional Conduct and Ethics, as well as its interpretation, clarification of doubts or integration of omitted cases.



The Board of Directors

Grupo Salvador Caetano SGPS, S.A.



CaetanoBus

# CSR/SUSTAINABILITY TRAINING

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### **E-Learning Training; “DNA Caetano”**

- Who we are
- Mission Vision and Values Ser Caetano
- Kaizen philosophy
- QAS, GDPR
- Code of Ethics and Conduct
- Basic Rules of Social Networks

### **Training PINC CBUS - Module Company**

- Company Mission, Values and Activity. General rules of conduct and adaptability agreement for normal working hours

### **PINC CBUS Training - Environment Module**

- SHST policy
- Importance of PPE's
- Work accidents at the company
- Chemicals
- Safety data sheets
- Environment concepts, internal practices
- Environmental management tools

### **Training OSH Environment Indicators, Chemicals and Spills**

- Environmental performance indicators
- Safety indicators
- Chemicals and Spills
- Preventive and corrective measures

### **Training Promoters of Safety, Teams 1st Intervention**

- Security Promoter Functions
- 1st Intervention and how to act in the event of a spill
- PSI - Responsibilities
- SHST Policy
- Importance of PPE
- Accidents at work in the company

## **PSI Training - Internal Security Plan**

- SHST Policy
- Importance of PPE
- Accidents at work in the company

## **Safety Training at Work at Height**

- Responsibility of the Technician and the Employer
- Risk assessment
- PPE anti fall
- Collective protection systems / fall protection system
- Use, maintenance and inspection of PPE's

### **PRACTICAL COMPONENT**

- Fundamental nodes
- Use of anti-fall PPE
- Use of lifelines
- Safety Progression Techniques

## **Safety Training in Electric Mobility Vehicles**

- Definitions
- Off-voltage work
- Work in the vicinity
- Protection and Safety (Regulation R100)
- Notions of Electrical Risk
- Notions of First Aid

## **Safety Training in Maneuvering Overhead Cranes**

- Capacity, Elevation and Stability Rules
- Equipment Care and Maintenance
- General operating principles
- General rules for the use of equipment
- Operations
- Maintenance Principles
- Final simulation

## **Safety Training in Maneuvering Forklifts**

- Rules for working on ramps
- Capacity, Elevation and Stability Rules
- Equipment Care and Maintenance
- General rules for the use of equipment
- Operations with forklifts and material handling machines
- Final simulation

## **Training Handling Safely Exchanging Oxygen Cylinders**

- Basic principles of operation of the oxyacetylene welding process
- Types of flame and their regulation
- Equipment and accessories
- Properties of combustible gases
- Properties of oxidizing gases
- Operative techniques
- Safely handle gas bottles

## **5S's and Kaizen Formation**

- 5S's policy
- Main requirements
- Practical examples
- Daily Kaizens

## **Training Labor legislation; Employee Rights and Duties, absences and absenteeism**

- Rights and duties of the worker
- Ways to react to situations of indiscipline
- The duration of work

## **Information on the rights and duties of workers in matters of equality and non-discrimination**

*For the purposes of paragraph 4º of article 24º of the Labor Code, in matters of equality and non-discrimination, the following is reported:*

### **EQUALITY AND NON-DISCRIMINATION**

#### **GENERAL PROVISIONS ON EQUALITY AND NON-DISCRIMINATION**

##### **ART.º 23º (CT)**

##### **Concepts on equality and non-discrimination**

1. For the purposes of this Code, it is considered:
  - a) Direct discrimination, whenever, due to a factor of discrimination, a person is subject to less favorable treatment than that which is, has been or will be given to another person in a comparable situation;
  - b) Indirect discrimination, whenever an apparently neutral provision, criterion or practice is likely to place a person, due to a discrimination factor, at a disadvantage compared to others, unless that provision, criterion or practice is objectively justified by a legitimate aim and that the means to achieve it are adequate and necessary;
  - c) Equal work, one in which the functions performed at the service of the same employer are the same or objectively similar in nature, quality and quantity;
  - d) Work of equal value, one in which the functions performed at the service of the same employer are equivalent, considering the qualification or experience required, the responsibilities attributed, the physical and psychological effort and the conditions in which the work is performed.
2. Discrimination is mere order or instruction that aims to harm someone due to a factor of discrimination.

ART.º 24º (CT)

Right to equal access to employment and work

1. The worker or job seeker is entitled to equal opportunities and treatment with regard to access to employment, training and promotion or professional career and working conditions, and cannot be privileged, benefited, impaired, deprived of any right or exemption from any duty due, in particular, to ancestry, age, sex, sexual orientation, gender identity, marital status, family situation, economic status, education, social origin or condition, genetic heritage, reduced work capacity, disability, chronic illness, nationality, ethnic or race origin, territory of origin, language, religion, political or ideological convictions and union membership, the State being required to promote equal access to such rights.
2. The right referred to in the preceding paragraph respects, namely:
  - a) Selection criteria and hiring conditions, in any sector of activity and at all hierarchical levels;
  - b) Access to all types of professional guidance, training and retraining at any level, including the acquisition of practical experience;
  - c) Remuneration and other property benefits, promotion at all hierarchical levels and criteria for the selection of workers to dismiss;
  - d) Membership or participation in structures of collective representation, or in any other organization whose members exercise a certain profession, including the benefits attributed by them.
3. The provisions of the preceding paragraphs do not affect the application:
  - a) Legal provisions relating to the exercise of a professional activity by a foreigner or stateless person;
  - b) Provisions relating to the special protection of genetic heritage, pregnancy, parenting, adoption and other situations regarding the reconciliation of professional activity with family life.

## ART.º 24º (CT)

### Duty of Information

4. The employer must post in the company, in an appropriate place, information regarding the worker's rights and duties in matters of equality and non-discrimination.

## ART.º 25º (CT)

### Prohibition of discrimination

1. The employer may not practice any discrimination, directly or indirectly, due to the factors referred to in paragraph 1 of the previous article.
2. Behavior based on a factor of discrimination that constitutes a justifiable and determining requirement for the exercise of professional activity does not constitute discrimination, due to the nature of the activity in question or the context of its execution, and the objective must be legitimate and the requirement proportional.
3. Differences in treatment based on age that are necessary and appropriate to achieve a legitimate objective, namely employment policy, labor market or vocational training, are permitted.
4. Legal provisions or collective labor regulation instruments that justify the behavior referred to in the previous paragraph must be periodically evaluated and reviewed if they are no longer justified.
5. It is up to anyone who alleges discrimination to indicate the worker or workers in relation to whom they consider themselves discriminated against, and it is up to the employer to prove that the difference in treatment is not based on any factor of discrimination.
6. The provision of the preceding paragraph is specifically applicable in the event of invoking any discriminatory practice in access to work or vocational training or working conditions, namely due to exemption for prenatal consultation, protection of the safety and health of pregnant workers, puerperal or lactating women, parental leave or absences to assist minors.
7. The act of retaliation that harms the employee because of rejection or submission to a discriminatory act is invalid.

## ART.º 26º (CT)

### Rules contrary to the principle of equality and non-discrimination

1. The provision of a collective labor regulation instrument or internal company regulation that establishes a profession or professional category that specifically concerns workers of one sex is considered applicable to workers of both sexes.
2. The provision of a collective labor regulation instrument or internal company regulation that establishes working conditions, namely remuneration, applicable exclusively to workers of one sex for a professional category corresponding to equal work or work of equal value is considered replaced by the more favorable provision applicable to workers of both sexes.
3. The provision in the preceding paragraphs shall apply to a provision contrary to the principle of equality due to another factor of discrimination.
4. The provision of the status of representative organization of employers or workers that restricts access to employment, professional activity, vocational training, working conditions or professional career exclusively to workers of one sex, outside the cases provided for in paragraph 2 of article 25 and those provided for in specific law resulting from the protection of the genetic heritage of the worker or his descendants, it is considered applicable to workers of both sexes.

## ART.º 27º (CT)

### Positive action measure

For the purposes of this Code, discrimination is not considered to be a legislative measure of limited duration that benefits a certain group, disadvantaged due to a factor of discrimination, with the aim of guaranteeing the exercise, under equal conditions, of the rights provided for by law or correcting the situation inequality that persists in social life.

## ART.º 28º (CT)

### Compensation for a discriminatory act

The practice of a discriminatory act harmful to workers or jobseekers gives them the right to compensation for property and non-property damage, in general terms of law.

## II

### PROHIBITION OF HARASSMENT

#### ART.º 29º (CT)

##### Harassment

1. Harassment is prohibited.
2. Harassment is understood as unwanted behavior, namely that based on a factor of discrimination, practiced when accessing employment or in employment, work or professional training, with the aim or effect of disturbing or embarrassing the person, affecting his dignity, or to create an intimidating, hostile, degrading, humiliating or destabilizing environment.
3. Sexual harassment constitutes unwanted sexual behavior, in verbal, non-verbal or physical form, with the aim or effect referred to in the preceding paragraph.

## II

### EQUALITY AND NON-DISCRIMINATION DUE TO GENDER

#### ART.º 30º (CT)

##### Access to employment, occupation or training

1. The exclusion or restriction of access of jobseekers or workers on grounds of sex to a specific activity or to the professional training required to have access to that activity constitutes discrimination based on sex.
2. The announcement of a job offer and other form of advertising related to pre-selection or recruitment cannot contain, directly or indirectly, any restriction, specification or preference based on sex.
3. In professional training actions directed to the profession exercised predominantly by workers of one sex, preference should be given, whenever justified, to sex workers with less representation, as well as, if appropriate, to workers with reduced schooling, without qualification. or responsible for a single-parent family or in the case of parental leave or adoption.