

It is Sakthi Portugal's policy not to use child labour in the development of its activities nor to allow it in the supply chain (suppliers and subcontractors).

For that purpose, Sakthi Portugal has defined a policy regarding child labour that ensures the compliance of the national applicable legislation on this subject, based on the following principles:

- The recruitment of child labour, permanent or temporary, is not allowed;
- Partnerships or subcontracts with suppliers who allow child labour will not be kept;
- Every identified or acknowledged situation regarding child labour will be immediately reported.

Shall there be any situation of child labour that is identified in Sakthi, its suppliers or the community in general, the following proceedings shall be engaged:

- Identify the situation and the children involved;
- Report it immediately to the competent authorities;
- Provide adequate financial support and other supports to enable child workers to attend and remain in school until they pass child's age
- When applicable, suspend the service provided by the concerned supplier or partner, until the situation is normalized.

Sakthi commits to disclose this policy to its employees and stakeholders.

Any comment or suggestion related to this policy shall be presented to the board representative of People Management and Social Responsibility, Sofia Festas.

Child labour is a crime, REPORT IT!

The Chairman of the Board: Isabel Cristina Sousa 24 / 5 / 2019

In the circumstance of being detected work performed by a minor under 16 years old, the competent authorities, after getting acknowledged, shall take the necessary actions to ensure the economic conditions for the children to attend school until minimum mandatory scholarship is achieved.

In the case of work being performed by minors with age between 16 and 18 years old, the relative conditioning related to the exercise of certain activities, involvement in processes and subjection to working conditions shall be applied, in accordance with the stated in the Labour Code.