

# Human Rights Policy

Version Nº1 · Date December/2023

---

**Skypro S.A. is a company specialized in end-to-end uniform solutions, providing uniform management services including conception, development, manufacturing, management and selling of clothing, footwear and leather goods and selling of personal protective equipment and accessories.**

Skypro is dedicated to honoring the principles of human rights as outlined in international declarations and conventions like the United Nations Universal Declaration of Human Rights, the UN Guiding Principles on Business and Human Rights (Ruggie Principles) and the United Nations Declaration on the Rights of Indigenous Peoples. We recognize the inherent dignity and equal rights of every individual and are committed to cultivating a workplace culture that respects, protects, and promotes human rights.

---

## Policy Statement

### 1 Diversity and Inclusion

Skypro is committed to providing equal employment opportunities for all employees and applicants, regardless of gender, race, colour, disability, political opinion, sexual orientation, age, religion, nationality and/or immigration status (including refugees), HIV status or any other characteristic protected by applicable laws. We embrace diversity and strive to cultivate an inclusive workplace that values the unique perspectives, backgrounds, and talents of our employees.

### 2 Operation level policies

Skypro ensures fair and ethical treatment of all individuals associated with the company, including employees, contractors, suppliers, and customers. Examples of operation level policies include our code of conduct for suppliers and subcontractors, our environmental policy<sup>1</sup> and our whistleblowing policy.

### 3 Work Hours, Wages and Benefits

Skypro complies with applicable labour laws and regulations to ensure fair working hours and wages, reasonable conditions, and a safe working environment for all employees.

### 4 Freedom of Association and Collective Bargaining

We respect the right of employees to freely associate and engage in collective bargaining, in accordance with applicable laws and regulations. We are dedicated to transparent communication and constructive engagement with our workforce.

---

<sup>1</sup> Available online at: <https://www.wearskypro.com/>



**Office**



## 5 Child Labour

Skypro strictly prohibits the use of child labour and forced labour in any aspect of its operations. We conduct a process of investigation, analysis, and evaluation of a business to ensure that our suppliers adhere to the same standards.

## 6 Our stakeholders

Skypro respects the privacy of its employees and stakeholders. We handle personal information in accordance with applicable data protection laws and regulations.


## 7 Transparent Communication and Reporting

Employees are encouraged to report any violations or concerns related to human rights through established reporting channels. Skypro will investigate all reported concerns and take appropriate corrective action. The Human Rights policy is accessible to both internal and external stakeholders.

## 8 Continuous Improvement

Skypro is committed to continuous improvement in its human rights practices, guided by regular assessments, stakeholder feedback, and adherence to evolving global standards. Through these initiatives, we aim to create a culture of continual improvement, ensuring that our human rights practices align with the evolving expectations of the communities we serve.

**By the Board of Directors,**



**Headquarters**  
Rua Manuel Vieira da Cruz n°25, R/C Drt  
4445-271 Ermesinde · Portugal

(+351) 220 126 100

**Office**

Av. Dr. Francisco Sá Carneiro 5, 3-B  
2780-241 Oeiras, Portugal

(+351) 214 187 674



**Corporate Website**  
corporate.wearskypro.com



contactus@wearskypro.com

**Online Store**  
wearskypro.com