

Performance of the Social Accountability system in 2023

Teixeira Duarte - Engenharia e Construções, S.A. is certified in Social Accountability, in accordance with International Standard SA 8000.

By taking on this purpose, the company is making its contribution to improving the quality of life of all those who work with it.

It is the company's goal to grow in a sustainable manner and, to this end, it must comply with the legal requirements in force, as well as strengthening its humanising and socially responsible role. In this way, the company assumes that it complies with the Social Responsibility requirements on fundamental labour rights and the general conditions for workers' well-being, as reflected in SA 8000.

In the monitoring carried out on the System during 2023, no non-compliances were identified in the following requirements:

- **Child labour**

- Monitoring method: age verification in hiring processes; verification of the age of workers (company, TTE and subcontractors) in internal audits carried out on the construction process and permanent establishments.
- Result obtained: number of cases of workers under the age of 18 or 16 (construction sites or permanent establishments) found during age verification in admission processes: 0; number of cases of workers under the age of 18 (construction process) found during internal audit: 0. number of cases of workers under the age of 16 (permanent establishments) found during internal audit: 0.
- Outcome: the normative requirement has been met.

- **Forced or Compulsory Labour**

- Monitoring method: substantiated complaints regarding forced or compulsory labour; issue included in interviews conducted during internal audits.
- Result obtained: number of complaints based on forced or compulsory labour: 0.
- Outcome: the normative requirement has been met.

- **Health and Safety**

Monitoring method: internal audits, verification of compliance with obligations, hazard identification and risk assessment in establishments, emergency planning and response.

- Result obtained: internal audits: non-conformities dealt with or in the process of being dealt with, verification of compliance with obligations: carried out in accordance with the defined criteria, hazard identification and risk assessment in establishments: up to date, emergency preparedness and response: no occurrences without prepared response.
- Outcome: the monitoring carried out showed that the normative requirement was met.

- **Freedom of Association & Right to Collective Bargaining**
 - Monitoring method: complaints about freedom of association, with grounds; question included in interviews carried out during internal audits.
 - Result obtained: number of complaints about freedom of association, with grounds: 0. Number of complaints of discrimination identified in interviews: 0.
 - Outcome: the normative requirement has been met.
- **Discrimination**
 - Monitoring method: complaints about discrimination, with grounds; question included in interviews carried out during internal audits.
 - Result obtained: number of complaints of discrimination with grounds submitted to the Social Responsibility representatives: 0. Number of complaints of discrimination with grounds identified in the interviews: 0.
 - Outcome: the normative requirement has been met.
- **Disciplinary Practices**
 - Monitoring method: checking that disciplinary proceedings comply with the legal procedure.
 - Result obtained: number of disciplinary cases that did not comply with the legal procedure in the year under review: 0.
 - Outcome: the normative requirement has been met.
- **Remuneration**
 - Monitoring method: calculation of the basic needs wage for all the company's employees working in Portugal; verification of compliance with the national minimum wage and that provided for in the collective agreement.
 - Result obtained: number of situations in which remuneration does not fulfil workers' basic needs and provides extra income: 0; number of cases of non-compliance with the national minimum wage and that provided for in the collective agreement: 0.
 - Outcome: the normative requirement has been met.
- **Working hours**
 - Monitoring method: interviews as part of internal audits.
 - Result obtained: number of complaints about overtime work: 0.
 - Outcome: the monitoring carried out showed that the normative requirement was met.