



Plaid Enterprises, Inc.

SA8000 Policy

Plaid Enterprises, in keeping with its Corporate Sustainability & Responsibility Policy, is committed to continuing dedication to social issues, in accordance with the provisions of the SA8000 (Social Accountability) Standard. To this end, Plaid is committed to the following:

- Compliance with applicable national and international legal requirements, commitments entered into by the company with interested parties, (all parties with a legitimate interest and/or who are affected by its activities), and the norms of reference.
- An absolute prohibition on child employment and a commitment to reject this form of labor if practiced by suppliers/sub-contractors and sub-suppliers.
- A ban on the employment of minors or other under-age children legally required to attend school; rejection of any working conditions found to be inhumane, exploitative, discriminatory or unsanitary.
- Guarantee of freedom of individual workers to form or join trade unions of their choice and the right to collective bargaining.
- Guarantee of competitive wages.
- Compliance with applicable laws and industry standards on working hours, public holidays and vacations.
- To guarantee equal opportunities and rejection of all forms of discrimination in the recruitment, remuneration, access to training, promotion, dismissal or retirement of workers, based on race, social class or national origin, caste, birth, religion, disability, gender, sexual orientation, family responsibilities, marital status, union membership, political opinions, age or any other condition that could give rise to discrimination.
- A commitment to provide accurate safety information to all persons who for various reasons are stationed, even occasionally, in the work area, ensuring the availability, control and use of personal protective equipment.
- Supporting and promoting welfare programs to promote the well-being of individuals and to balance the relationship between the need for a private and professional life.
- Continuous analysis and evaluation of information from interested parties, using such information as the basis for open and constructive dialogue for the identification of opportunities and development of strategies to achieve objectives to the parties' mutual satisfaction.
- Continuing development, training, motivation and empowerment of company personnel at all levels to ensure that the business is run by professionally qualified and responsible persons.
- Commitment to the engagement and ongoing dialogue with workers.
- Preferential use of suppliers who can deliver products and services more compatible with the company's ethical, environmental and safety objectives.
- Activation of a communications system for managing reports relating to the implementation of SA8000.
- A commitment to formally defining measurable objectives and improvement programs, evaluated periodically as part of a management review.

Compliance with these commitments is required by everyone at Plaid.