



COMMUNICATION ON  
PROGRESS  
QUESTIONNAIRE

Confecções T.Christina

No. of questions  
46/46



**R2. What is the time period covered by your Communication on Progress?**  
(MM/YYYY - MM/YYYY)

*Please share the date range of the reporting period used for the Communication on Progress option you select.* ⓘ

01/2024 - 01/2025

**R3. (Optional) Please clarify the scope of reporting covered by your Communication on Progress. For example, please describe the operational scope of your CoP, (e.g., corporate office, investments, subsidiaries) as needed.** ⓘ

sede da empresa onde funcionam fábrica e escritório na mesma planta



## CEO Statement of Continued Support



### CEO Statement of Continued Support

To our stakeholders,

I am pleased to confirm that Confecções T.Christina reaffirms its support of the Ten Principles of the United Nations Global Compact in the areas of

Human Rights, Labour, Environment, and Anti-Corruption.

In this annual Communication on Progress, we disclose our continuous efforts to integrate the Ten Principles into our business strategy, culture, and daily operations, and contribute to United Nations goals, particularly the Sustainable Development Goals.

Sincerely yours,

C1. Please complete the following information:

CEO/Highest-level executive name:

Claudia Regina Passos Cicolo

CEO/Highest-level executive full title:

Sócia e diretora

Company name:

Confecções T.Christina

C2. Please confirm:



I am the CEO or highest-level executive.



I have received permission to sign on behalf of the CEO or highest-level executive.

C2.1. If applicable, form completed on behalf of the CEO or highest-level executive by:

Paula Rodrigues Moreira Guimarães

S1. (Optional) Within the reporting period, is there an initiative(s), project(s), and/or policy(ies) of which your company is particularly proud?

Disclaimer: These initiatives are self-reported and have not been independently verified by the UN Global Compact. By responding to this question, you consent to being contacted by the UN Global Compact regarding these initiatives for potential inclusion as examples in UN Global Compact resources.

This stand-out effort relates to:

(Select all that apply)(i)

<input checked="" type="checkbox"/>	Governance
<input type="checkbox"/>	Human Rights
<input type="checkbox"/>	Labour
<input checked="" type="checkbox"/>	Environment
<input type="checkbox"/>	Anti-Corruption

S1A. Please provide a link and/or provide additional information:

Em 2024, nossa cultura organizacional foi um dos principais focos de trabalho com a intenção de promover nosso propósito e valores, especialmente, a sustentabilidade, promovendo internamente e junto aos parceiros de cadeia produtiva e entidades do setor as nossas ações de responsabilidade socioambiental, como o projeto Rumo ao Lixo Zero e a inovação ORICLA ELÁSTICO - tecido feito a partir das sobras têxteis da nossa produção. Esse trabalho trouxe engajamento e reconhecimento, encorajando nossa gestão a manter a agenda ESG como estratégia da empresa, amadurecendo práticas ao longo do ano, impactando pessoas e mercado, integrando as diversas áreas principalmente Compliance, Rh, Comunicação, Facilities e Operação.

<https://www.tchristina.com.br/oricla-elastico/>

<https://www.tchristina.com.br/blog/>

<https://www.tchristina.com.br/2024/06/25/oricla-elastico-no-palco-com-sao-paulo-companhia-de-danca/>

<https://www.tchristina.com.br/2024/12/31/retrospectiva-oricla-elastico-em-londres/>

S2. Which of the five issue areas does the company plan to prioritize in the next two years?

(Select all that apply)(i)

<input checked="" type="checkbox"/>	Governance
<input checked="" type="checkbox"/>	Human Rights
<input checked="" type="checkbox"/>	Labour
<input checked="" type="checkbox"/>	Environment
<input type="checkbox"/>	Anti-Corruption
<input type="checkbox"/>	None

S2A. (Optional) Please provide additional information:

Queremos atrelar o pilar Trabalho aos Direitos Humanos e aprofundar nossas ações e projetos neste sentido para devolver mais valor para nossos colaboradores e comunidade ao redor, aumentando o alcance de projetos de desenvolvimento humano como Escola Costurando por uma Causa, programa de capacitação gratuita em parceria com Senai.

## Governance



### Policies and Responsibilities



G1. Does the board/highest governance body or most senior executive of the company:

(Select all that apply)(i)

<input checked="" type="checkbox"/>	Issue an annual statement about the relevance of sustainable development to the company
<input checked="" type="checkbox"/>	Issue an annual statement that addresses impacts on both people

	and the environment
<input checked="" type="checkbox"/>	Issue an annual statement highlighting a zero tolerance for corruption
<input type="checkbox"/>	Sign off on organizational sustainability targets
<input checked="" type="checkbox"/>	Supervise Environmental, Social, and Governance reporting
<input checked="" type="checkbox"/>	Regularly review potential risks related to the business model
<input type="checkbox"/>	None of the above

G2. Does the company have a code of conduct in place regarding each of the following sustainability topics?

(Select one answer option per line)(i)

	No, this is not a current priority	No, but we plan to within the next two years	Yes, focused on employees	Yes, focused on employees and suppliers	Yes, focused on our own operations and the value chain (e.g., suppliers, consumers, communities, other business relationships)
Human Rights	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Labour Rights/Decent Work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Environme					

nt	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Anti-Corruption	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>

G3. Has the company appointed an individual or group responsible for each of the following sustainability topics?

(Select one answer option per line) ⓘ

	No one is specifically responsible for this topic	Yes, with limited influence on outcomes (e.g., limited access to internal information, limited decision-making authority)	Yes, with moderate influence on outcomes (e.g., has access to relevant information, reports to senior manager)	Yes, with direct influence of some outcomes (e.g., has access to relevant information, includes one or more senior manager with decision making rights)	Yes, with direct influence at the highest levels of the company (e.g., has access to relevant information, includes most senior members of company)
Human Rights	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Labour Rights/Decent Work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Environment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Anti-Corruption	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>

G3A. (Optional) Please provide additional information:

Claudia Cicolo, sócia e gestora da empresa, hoje está a frente da Gestão de Pessoas e Cultura e, desde 2023, temos um departamento ESG que cuida da agenda e projetos de responsabilidade socioambiental da empresa.

G3.1. If yes, does the company also have formal governance structures (e.g., committees or governance bodies) in place to provide strategic oversight and support for these sustainability topics?

(Select one answer option per line)(i)

	No formal structure	Yes, with limited influence on outcomes (e.g., limited access to internal information necessary to understand risks, poor representation from relevant departments or functions)	Yes, with moderate influence on outcomes (e.g., includes representatives of some functions, departments, or business units most relevant for addressing the risks concerned, has access to relevant information, reports to senior	Yes, with direct influence on some outcomes (e.g., includes representatives of functions, departments, or business units most relevant for addressing the risks concerned, has access to relevant information, involves one or more members	Yes, with direct influence at the highest level of the company (e.g., full access to relevant information, involves members at highest level of company)

	manager) of senior management)				
Human Rights	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Labour Rights / Decent Work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Environment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Anti-Corruption	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>

## Prevention



G4. Does the company have a process to identify, assess and mitigate risks related to the following sustainability topics?

(Select one answer option per line)(i)

	No, this is not a current priority	No, but we plan to within the next two years	Yes, conducted by a designated individual or group	Yes, engaging employees across the company	Yes, engaging employees and business partners	Yes, engaging employees, business partners and external stakeholders
Human rights risks	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Labour rights	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>



risks

Environ-  
mental  
risks

☐☐☐☐☐☒

Corrupti-  
on risks

☐☐☐☐☐☒

G4.1. As part of the risk identification, assessment and mitigation process, has the company identified business partners and external stakeholders where the risk related to human rights, labour, environment and/or corruption may be particularly severe?

(Select one answer option per line)(i)

	Yes	No
Human rights risks	<input type="radio"/>	<input checked="" type="radio"/>
Labour rights risks	<input type="radio"/>	<input checked="" type="radio"/>
Environmental risks	<input type="radio"/>	<input checked="" type="radio"/>
Corruption risks	<input type="radio"/>	<input checked="" type="radio"/>

G4.1A. (Optional) Please provide additional information:

Fazemos parte de uma cadeia produtiva de valor que funciona sob as regras e auditorias do Programa ABVTEX. Além disso, clientes, que são grandes varejistas da moda, exigem práticas de compliance e due diligence intensivas.

G5. Does the company have a due diligence process through which it identifies, prevents, mitigates and accounts for actual and potential negative impacts on sustainability topics?

(Select one answer option per line)(i)

Yes,  
related to  
our own  
operations

	No, this is not a current priority	No, but we plan to within the next two years	Yes, related to our own operations	Yes, related to our own operations and suppliers	and the value chain (including suppliers, consumers, communities, other business relationships)
Human rights risks	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Labour rights risks	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Environmental risks	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Corruption risks	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>

G5.1. During the due diligence process, has the company identified those suppliers and/or other business relationships where the risk of adverse impacts on human rights, labour, environment and/or anti-corruption may be particularly severe?

(Select one answer option per line) 

	Yes	No
Human rights risks	<input type="radio"/>	<input checked="" type="radio"/>
Labour rights risks	<input type="radio"/>	<input checked="" type="radio"/>
Environmental risks	<input type="radio"/>	<input checked="" type="radio"/>
Corruption risks	<input type="radio"/>	<input checked="" type="radio"/>

## Concerns and Grievance Mechanisms



G6. Does the company have a process(es) through which members of the company's workforce can raise concerns about the company's conduct on sustainability topics?

(Select one answer option per line) 

	No, this is not a current priority	No, but we plan to within two years	Yes, we have an informal process (e.g., through supervisors, others)	Yes, we have a formal process
Human Rights	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Labour Rights / Decent Work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Environment	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Anti-Corruption	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>

G6A. (Optional) Please provide additional information:

Nosso canal de denúncia anônima está aberto para receber sugestões e críticas sobre Direitos Humanos e do trabalhador e outros assuntos, como assédio, mas vamos passar a declarar com mais destaque que o canal pode receber relatos e sugestões sobre o tópico meio ambiente. Hoje, temos uma pessoa na equipe de facilities que monitora se o descarte dos resíduos de refeitório, escritório e banheiros está sendo realizado corretamente e é a responsável por relatar e receber relatos sobre os processos de descarte e como podemos melhorar o comportamento e adesão dos colaboradores para o nosso projeto Rumo ao Lixo Zero.

G6.1. Please provide additional detail regarding the process(es) the company has through which members of the company's workforce

can raise concerns about the company's conduct.

(Select one answer option per line)(i)

	Yes	No
Is the process communicated to all employees/workers in local languages?	<input checked="" type="radio"/>	<input type="radio"/>
Is the process available to non-employees (e.g., suppliers, consumers, communities, and other business relationships)?	<input checked="" type="radio"/>	<input type="radio"/>
Is the process confidential (e.g., whistleblowing process)?	<input checked="" type="radio"/>	<input type="radio"/>
Are there processes in place to avoid retaliation?	<input checked="" type="radio"/>	<input type="radio"/>
Can concerns be raised about suppliers or other business relationships (e.g., clients, partners, etc.)?	<input checked="" type="radio"/>	<input type="radio"/>
Other (Please provide additional information)	<input type="radio"/>	<input checked="" type="radio"/>

Tracking Action Effectiveness



G7. How does the company track the effectiveness of its actions, and the related impacts, of the following sustainability topics?

(Select one answer option per line)(i)

	No actions and related impacts are systematically tracked	Conducts investigation reviews of incidents on an as-needed basis	Conducts investigation/ review of incidents and changes organizational policies, processes, and practices accordingly	Conducts investigation reviews and leverages learnings to influence both internal and external affairs
Human Rights	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Labour Rights/Decent Work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Environment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Anti-Corruption	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>

Executive Pay




G8. Is executive pay linked to performance on one or more of the following sustainability topics?

(Select one answer option per line) 

	No, this is not a current priority	No, but we plan to within the next two years	Yes
Human Rights	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Labour Rights / Decent Work	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Environment	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Anti-Corruption	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>

Leadership Composition



G9. Please provide details regarding the company's board/highest governance body. 

(Please enter only whole numbers rounded to the nearest whole number. Do not use decimals, fractions, special characters, spaces, or leading zeros. For '**Male, Female, Other**', '**Under 30 years old, 30-50 years old, Above 50 years old**' and '**Executive, Independent**' please enter only whole numbers from 0 to 100, inclusive ensuring the values in the column sum to 100 to move on.)

(Text box with option for 'Not applicable')

	Known	Number (Please input a whole number)	Not applicable
Total number of board members (#)	<input checked="" type="radio"/>	<input type="text" value="3"/>	<input type="radio"/>

	Known	Number (Please input a whole number e.g., 50% = 50)	Not applicable
Male (%)	<input checked="" type="checkbox"/>	<input type="text" value="67"/>	<input type="radio"/>
Female (%)	<input checked="" type="checkbox"/>	<input type="text" value="33"/>	<input type="radio"/>
Other (%)	<input type="radio"/>	<input type="text"/>	<input checked="" type="checkbox"/>

	Known	Number (Please input a whole number e.g., 50% = 50)	Not applicable
Under 30 years old (%)	<input type="radio"/>	<input type="text"/>	<input checked="" type="checkbox"/>
30-50 years old (%)	<input checked="" type="checkbox"/>	<input type="text" value="33"/>	<input type="radio"/>
Above 50 years old (%)	<input checked="" type="checkbox"/>	<input type="text" value="67"/>	<input type="radio"/>

	Known	Number (Please input a whole number e.g., 50% = 50)	Not applicable
From minority or			

vulnerable groups (%)



33



Known

Number (Please  
input a whole  
number e.g., 50%  
= 50)

Not applicable

Executive (%)



100



Independent (%)



G10. Within the reporting period, what was the percentage of women in managerial positions?

(Select one answer option per line, if 'Known', include the value. Please enter only whole numbers from 0 to 100, inclusive, rounded to the nearest whole number. Do not use decimals, fractions, special characters, spaces, or leading zeros.)<sup>i</sup>

Known

Percentage of  
women (%)  
(Please input a  
whole number  
e.g., 50% = 50)

Unknown

Managerial  
positions



67



G11. What is the gender representation of the company's C-suite or equivalent executive leadership positions?

(Select all that apply for each line)<sup>i</sup>

Not

applicable

Other (e.g.,

(e.g., the

Choose




	Women	Men	non-binary)	company does not have this position)	not to disclose
Chief Executive Officer	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Chief Financial Officer	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Chief Procurement Officer	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Chief Technology Officer	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Chief Marketing Officer	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Chief Operations Officer	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Chief Sustainability Officer	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Chief Legal Officer/General Counsel	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Chief Human Resources Officer	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other (Please provide additional information)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

## Data Assurance



G12. Do you produce sustainability reporting according to:

(Select all that apply) 

<input type="checkbox"/>	National/local regulation on sustainability
<input type="checkbox"/>	Security exchange regulations
<input type="checkbox"/>	Non-Financial Reporting Directive of the European Union (NFRD)/Corporate Sustainability Reporting Directive (CSRD)
<input checked="" type="checkbox"/>	Global Reporting Initiative (GRI)
<input type="checkbox"/>	Sustainability Accounting Standards Board (SASB, now consolidated into the IFRS Foundation)
<input type="checkbox"/>	International Integrated Reporting Council (IIRC, now consolidated into the IFRS Foundation)
<input type="checkbox"/>	Climate Disclosure Standards Board (CDSB, now consolidated into the IFRS Foundation)
<input type="checkbox"/>	Task Force on Climate-related Financial Disclosures (TCFD)
<input type="checkbox"/>	Carbon Disclosure Project (CDP)
<input type="checkbox"/>	Science Based Targets initiative (SBTi)
<input checked="" type="checkbox"/>	Other voluntary frameworks (Please provide additional information)
<input type="checkbox"/>	No sustainability reporting according to any frameworks nor regulations outside of this Communication on Progress

G12A. Other voluntary frameworks (Please provide additional information):

Também emitimos inventário de Emissões de Gases de Efeito Estufa - GHG PROTOCOL

G13. Is some or all of the information disclosed in this questionnaire assured by a third-party?

(Select one that applies) <sup>i</sup>



Yes



No

G13A. Yes (Please provide additional information):

Nossas políticas e ações são auditadas pelo Programa ABVTEX e pelo departamento de compliance dos nossos principais clientes, que são grandes varejistas da moda.

## Human Rights and Labour



### Materiality



HR/L1. Which of the following has the company identified as material human and labour rights topics connected with its operations and/or value chain?

(Select all that apply) <sup>i</sup>



Freedom of association and the right to collective bargaining



Child labour

<input checked="" type="checkbox"/>	Forced labour
<input checked="" type="checkbox"/>	Non-discrimination in respect of employment and occupation
<input checked="" type="checkbox"/>	Safe and healthy working environment
<input checked="" type="checkbox"/>	Wages
<input checked="" type="checkbox"/>	Working hours
<input checked="" type="checkbox"/>	Gender equality and women's rights
<input checked="" type="checkbox"/>	Freedom of expression
<input checked="" type="checkbox"/>	Digital security and privacy
<input type="checkbox"/>	Product and service end-user rights
<input checked="" type="checkbox"/>	Security arrangements
<input checked="" type="checkbox"/>	Right to clean and healthy environment: pollution, water, air, and land
<input type="checkbox"/>	Land rights and rights of Indigenous Peoples
<input checked="" type="checkbox"/>	Rights of vulnerable groups and minorities
<input type="checkbox"/>	Raw material sourcing
<input type="checkbox"/>	Other

HR/L1A. (Optional) Please provide additional information:

Justiça climática e racismo ambiental.

HR/L1.1. From the identified topics, please select up to six that are considered most material to the company's operations and/or its value chain.

*(Select all that apply, maximum six)*

<input checked="" type="checkbox"/>	Freedom of association and the right to collective bargaining
<input checked="" type="checkbox"/>	Child labour
<input checked="" type="checkbox"/>	Forced labour
<input type="checkbox"/>	Non-discrimination in respect of employment and occupation
<input checked="" type="checkbox"/>	Safe and healthy working environment
<input checked="" type="checkbox"/>	Wages
<input type="checkbox"/>	Working hours
<input checked="" type="checkbox"/>	Gender equality and women's rights
<input type="checkbox"/>	Freedom of expression
<input type="checkbox"/>	Digital security and privacy
<input type="checkbox"/>	Product and service end-user rights
<input type="checkbox"/>	Security arrangements
<input type="checkbox"/>	Right to clean and healthy environment: pollution, water, air, and land
<input type="checkbox"/>	Land rights and rights of Indigenous Peoples
<input type="checkbox"/>	Rights of vulnerable groups and minorities
<input type="checkbox"/>	Raw material sourcing
<input type="checkbox"/>	Other

## Commitment



HR/L2. Does the company have a policy commitment in relation to the following human rights & labour rights topics?

(Select one answer option per line, if 'Yes', include the value) 

	No, and we have no plans to develop a policy	No, but we plan to within the next two years	Yes, included within a broader policy or as a stand-alone policy	Not applicable (Please provide additional information)	Please input the year the relevant human rights and labour rights policy was last reviewed (YYYY)
Freedom of association and the right to collective bargaining	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="text" value="2024"/>
Child labour	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="text" value="2024"/>
Forced labour	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="text" value="2024"/>
Non-discrimination in respect of employment and occupation	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/>
Safe and healthy working environment	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="text" value="2024"/>
Gender					<input type="text"/>

equality and women's rights	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	2024
Wages	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	

HR/L2A. (Optional) Please upload supporting documentation if applicable (1/2):

(Uploaded file cannot exceed 50MB)

POLÍTICAS INTERNAS TCHRIS (1).PDF

HR/L2.1. For each human rights & labour rights policy commitment, is it:

(Select all that apply for each line)(i)

Aligned with international human rights/labour standards	Publicly available	Approved at most senior level of the company	Applied to the company's own operations	Applied to the company's own operations and suppliers	Applied to the company's value chain (e.g., suppliers, consumers, communities, other	Developed involving human rights/labour rights expertise from inside and/or outside the comp	Other (Please provide additional information)

	business relationships)					any		
Freed om of associ ation and the right to collect ive bargai ning	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Child labour	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Force d labour	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Safe and health y workin g enviro nment	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Gende r equali ty and wome n's rights	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

HR/L2.2. Does the company’s policy on freedom of association and collective bargaining:

(Select all that apply)(i)





Reference the respect for the right of all workers to form and join a trade union of their choice without fear of intimidation or reprisal and protect workers against acts of anti-union discrimination



Prohibit any acts of interference in trade unions



Facilitate collective bargaining with the trade union representatives



Provide trade union representatives with the information required for meaningful bargaining in the context of bona fide negotiations



Reference the respect for the right of workers to submit grievances without suffering



We do have a policy on freedom of association or collective bargaining but it does not include any of these details

HR/L2.2A. (Optional) Please provide additional information:

No momento de integração dos colaboradores na empresa, informamos que pela nossa categoria nosso sindicato é o das Costureiras de São Paulo. A mesma informação se mantém fixa no quadro de avisos que fica no refeitório, com acesso aos contatos do sindicato.

HR/L2.3. Do(es) the existing collective bargaining agreement(s) provide(s) more favourable rights than those provided in legislation, where appropriate?

(Select all that apply) 



Yes, by providing more favourable conditions related to wages



Yes, by providing more favourable conditions related to working hours

<input type="checkbox"/>	Yes, by providing more favourable conditions related to health coverage and/or sick leave
<input checked="" type="checkbox"/>	Yes, by providing additional rights not otherwise provided (Please provide additional information)
<input type="checkbox"/>	There is (are) no existing collective bargaining agreement(s)
<input type="checkbox"/>	No

HR/L2.3A. Yes, by providing additional rights not otherwise provided (Please provide additional information):

Pela negociação do Sindicato Patronal com o Sindicato das Costureiras de São Paulo são fornecidos os seguintes benefícios: Auxílio creche (Cláusula 22), Seguro de vida (Cláusula 35) e Cartão de benefício vale alimentação/compras (Cláusula 45).

## Prevention



HR/L3. Within the reporting period, has the company engaged with potentially affected stakeholders or their legitimate representatives in relation to the following human rights & labour rights topics?

(Select all that apply for each line)

No engagement on this topic	To better understand the risks/impacts in question	To discuss potential ways to prevent or mitigate the risks/impacts in	To agree on a way to prevent/mitigate the risks/impacts in question	To assess progress in preventing/mitigating the risks/impacts in	To collaborate in the prevention/mitigation of the risks/impacts in

	question	question	question	question	question	question
Freedom of association and the right to collective bargaining	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Child labour	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Forced labour	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Non-discrimination in respect of employment and occupation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Safe and healthy working environment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Gender equality and women's rights	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Wages	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

HR/L4. What type of action has the company taken within the reporting period with the aim of preventing/mitigating the risks/impacts associated with the following human rights & labour rights topics?

(Select all that apply for each line) 

	No action within reporting period	Provided internal training / capacity building for the direct workforce	Built capacity among relevant businesses relationships (e.g., suppliers, consumers, communities)	Conducted an audit process and/or corrective action plan	Collective action with peers or other stakeholders to address the issue	Collaborated with governmental or regulatory bodies	Other (Please provide additional information)
Freedom of association and the right to collective bargaining	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Child labour	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Forced labour	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Non-discrimination in respect of employment and	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

occupa tion							
Safe and healthy workin g environ ment	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Gender equality and women' s rights	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Wages	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

HR/L4.1. How does the company assess progress in preventing/mitigating the risks/impacts associated with the following human rights & labour rights topics?

(Select one answer per line)(i)

	No monitoring of progress	Review topics on an ad hoc basis	Set annual targets/ goals, track progress over time (internal programm es only)	Set annual targets/ goals, track progress over time (internal and external programm es)	Other (Please provide additional informatio n)
Freedom of associatio n and the right to collective bargaining	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Child	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>

labour					
Forced labour	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Non-discrimination in respect of employment and occupation	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Safe and healthy working environment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Gender equality and women's rights	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>

HR/L4.1A. Other (Please provide additional information):

Ambiente de trabalho seguro e saudável é um tópico constantemente revisado e monitorado, a partir da nossa política de conduta, auditorias com compliance de clientes e Programa ABVTEX, também trabalhamos os temas a partir dos nossos valores, ações e eventos internos, realizamos treinamentos sobre segurança psicológica e saúde no trabalho, nossa SIPAT (Semana de Prevenção de Acidentes de Trabalho) mergulha mais profundamente nos assuntos. Além disso, realizamos uma pesquisa de clima organizacional, quantitativa e qualitativa, para obtenção de dados que possam melhorar a nossa performance com relação aos tópicos de ambiente de trabalho, diversidade, inclusão, etc.. Sobre igualdade de gênero, desde 2023, passou a ser um compromisso público da empresa, com políticas e ações voltadas para conscientização do tópico e oportunidade dos públicos considerados minoritários.

HR/L4.1.1. (Optional) For relevant human rights & labour rights topics for which the company sets timebound goals/targets, what targets has the company set? ⓘ

Child labour

meta zero

Forced labour

meta zero

HR/L4.1.1A. (Optional) Please provide additional information:

Os tópicos trabalho infantil e trabalho forçado são severamente monitorados por toda nossa cadeia produtiva de valor, como bases inegociáveis para a atuação das empresas em conformidade total com ética e regulamentações. Somos responsáveis por monitorar nossa cadeia de fornecimento de serviço e também somos monitorados por nossos clientes e pelo Programa ABVTEX, mitigando riscos, conscientizando e trabalhando pela justiça no trabalho. Portanto, nossa meta é manter zero ocorrência de trabalho forçado e zero ocorrência de trabalho infantil em nossa cadeia produtiva.

## Response and Reporting



HR/L5. Within the reporting period, has the company been involved in providing or enabling remedy where it has caused or contributed to adverse impact(s) associated with the following human rights & labour topic(s)?

(Select one answer per line) 

No adverse impact identified or caused	Yes, adverse impact(s) identified, but no remedy provided/enabled	Yes, adverse impact(s) identified, and remedy provided/enabled	Choose not to disclose
--	---	--	------------------------

Freedom of association and the right to collective



bargaining				
Child labour	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Forced labour	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Non-discrimination in respect of employment and occupation	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Safe and healthy working environment	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Gender equality and women's rights	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Wages	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

HR/L5A. Choose not to disclose (Please provide additional information):

Preferimos não reportar sobre este tópico, porque ele ainda não é um foco de trabalho e está previsto para ser desenvolvido em 2 anos, como declarado anteriormente neste mesmo relatório.

HR/L6. What was the average gender pay gap (comparing jobs of equal value) during the reporting period?<sup>①</sup>

*(Please enter only whole numbers from 0 to 100, inclusive, rounded to the nearest whole number. Do not use decimals, fractions, special characters, spaces, or leading zeros.)*

Guidance for Gender Pay Gap: For each job level or category, companies are to calculate the gap of gross hourly earnings paid to female and male employees and report the average gap of earnings across job categories as a percentage. Please refer to the CoP guidebook for additional information on the average gender pay gap



formula.

	Unknown	Choose to not disclose
Average Gender Pay Gap (%) - (Please input answer as a whole number e.g., 95% = 95)	<input type="text" value="0"/>	<input type="radio"/>

HR/L7. Within the reporting period, what was the rate of recordable work-related accidents for employees? ⓘ

*(Please enter only whole numbers, rounded to the nearest whole number. Do not use decimals, commas, fractions, special characters, spaces, or leading zeros.)*

Guidance for work-related accidents rate: companies should calculate the work-related accidents rate by dividing the total number of work-related accidents in the reporting year by the total number of hours worked by all employees during the same period.

The result should then be multiplied by 200,000. Please refer to the CoP guidebook for additional information on the work-related accidents rate formula.

	Unknown	Choose to not disclose
Rate of work-related accidents (Please input a whole number):	<input type="text" value="0"/>	<input type="radio"/>

HR/L7A. (Optional) Please provide additional information:

Em 2024, tivemos apenas 1 acidente, com 291 funcionários e 574 mil horas trabalhadas por ano, gerando uma taxa de 0,0012 (número que no questionário não foi aceito por não ser número inteiro).

HR/L8. (Optional) Briefly describe additional relevant, practical actions the company has taken within the reporting period and/or plans to take to implement the human rights and labour principles, including goals set and any challenges faced and actions taken towards

prevention and/or remediation.<sup>(i)</sup>

Além das auditorias anuais realizadas pela ABVTEX e de todos os documentos como nossas políticas, manuais de conduta e relatório de transparência salarial de critérios remuneratórios, passamos por auditorias constantes realizadas por nossos principais clientes contemplando os tópicos de Direitos Humanos. Publicamente estamos comprometidos com OD5, sabendo que nosso quadro de colaboradores é composto majoritariamente por mulheres, e para esse público destinamos uma série de ações e eventos internos, com conteúdos, treinamentos e palestras. Abordamos temas como justiça climática, saúde mental, diversidade e inclusão, direitos das mulheres e dos trabalhadores na moda, assim com o impacto socioambiental da moda. Também realizamos uma pesquisa de clima organizacional para detectar falhas e/ou oportunidades para melhorar a segurança psicológica no ambiente de trabalho e outras necessidades dos colaboradores.

## Environment

### Commitment

E1. Does the company have a policy commitment in relation to the following environmental topics?

(Select one answer per line, if 'Yes', include the value)<sup>(i)</sup>

	No, and we have no plans to develop a policy	No, but we plan to within the next two years	Yes, included within a broader policy or as a stand-alone policy	Not applicable (Please provide additional information)	Please input the year the relevant environmental policy was last reviewed (YYYY)
Climate change	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	2024

Water	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	2024
Oceans	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
Nature and biodiversity	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
Air pollution	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	2024
Waste (e.g., chemical spills, solid waste, hazardous, plastic, etc.)	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	2024
Energy & resource use	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	2024
Other environmental topic(s) (Please provide additional information)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	

E1A. (Optional) Please provide additional information:

Não temos planos para Natureza e Biodiversidade por se tratar de um tema amplo, embora essencial. Sabemos dos impactos diretos e indiretos das nossas operações e produtos e já temos compromissos e ações sobre nosso principal impacto ambiental, os resíduos têxteis. No tópico Oceanos, por exemplo, sabemos que os tecidos sintéticos, usados nas roupas que produzimos, podem contribuir com a poluição das águas, já que são fibras que soltam microplásticos ao longo do tempo de uso nas lavagens, mas por enquanto não conseguimos controlar o uso dessas matérias-primas na cadeia produtiva que pertencemos, especialmente por se tratar do segmento fitness. Temos o desejo de pesquisar novas matérias-primas com atributos mais sustentáveis para sugerir aos nossos clientes que escolham materiais com menos impacto ambiental. De certa forma, já temos esse cuidado, mas ainda é incipiente o resultado.

E1A. (Optional) Please upload supporting documentation if applicable (1/2):

(Uploaded file cannot exceed 50MB)

POLÍTICA AMBIENTAL TCHRISTINA (2).PD

F

E1.1. For each environmental policy commitment, is it:

(Select all that apply for each line)(i)

Aligned with international environmental			Approved at most senior level of the		Applied to the company's own operations and the value chain (e.g., suppliers,	Applied to the company's own operations and the value chain (e.g., suppliers,	Developed involving environmental experts from	Other (Please provide additional)
Aligned with international environmental	Publicly available	Approved at most senior level of the	Applied to the company's own	Applied to the company's own	Applied to the company's own	Applied to the company's own	Developed involving environmental experts from	Other (Please provide additional)

al stand ards	comp any	operat ions	ions and suppli ers	consu mers, comm unitie s, other busine ss relatio nships )	inside and/or outsid e the comp any	onal inform ation)
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Climat e chang e	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Water	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Air polluti on	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Waste (e.g., chemi cal spills, solid waste, hazar dous, plastic , etc.)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Energ y & resour ce use	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

E2. Within the reporting period, has the company engaged with potentially affected stakeholders or their legitimate representatives in relation to the following environmental topics?

(Select all that apply for each line) 

	No engage ment on this topic	To better underst and the risks/i mpacts in questio n	To discuss potenti al ways to prevent /mitiga te the risks/i mpacts in questio n	To agree on a way to prevent /mitiga te the risks/i mpacts in questio n	To assess progres s in prevent ing/miti gating the risks/i mpacts in questio n	To collabo rate in the prevent ion/miti gation of the risks/i mpacts in questio n	Other (Please provide additio nal informa tion)
Climate change	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Water	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Oceans	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Nature and biodive rsity	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Air pollutio n	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Waste (e.g., chemic al spills, solid waste, hazard ous, plastic, etc.)	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

[illegible]

E3. What type of action has the company taken within the reporting period with the aim of preventing/mitigating the risks/impacts associated with the following environmental topics?

(Select all that apply) ⓘ

[illegible]

Air pollution	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Waste (e.g., chemical spills, solid waste, hazardous, plastic, etc.)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Energy & resource use	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other environmental topic(s)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

### E3A. Other (Please provide additional information):

Em 2024, nossas ações relacionadas ao tópico Água permanecem como antes. Temos nossas instalações projetadas para tratar a água pluvial que atendem à Norma Brasileira – NBR, 15.527. Assim, utilizamos água de reuso nos banheiros para limpeza da fábrica e para climatizar o ambiente em dias quentes. São duas caixas d'água de 15 mil litros cada para alimentar esse sistema. No mesmo período, aumentamos o número de placas fotovoltaicas, foram 176 placas a mais, totalizando 262 placas, aumentando em 37% o uso de energia limpa autogerada.

### E3.1. How does the company assess progress in preventing/mitigating the risks/impacts associated with the following environmental topics?

(Select one answer option per line) 

Set annual  
Set annual targets/go



	No monitoring of progress	Review topics on ad hoc basis	targets/go als, track progress over time (internal programmes only)	als, track progress over time (internal and external programmes)	Other (Please provide additional information)
Climate change	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Water	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Air pollution	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Waste (e.g., chemical spills, solid waste, hazardous, plastic, etc.)	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Energy & resource use	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

E4. Within the reporting period, has the company been involved in providing or enabling remedy where it has caused or contributed to adverse impact(s) associated with the following environmental topics?

(Select one answer option per line)(i)

	No adverse impact identified or caused	Yes, adverse impact(s) identified, but no remedy provided/enabled	Yes, adverse impact(s) identified, and remedy provided/enabled	Choose not to disclose
Climate change	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>

Water	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Oceans	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Nature and biodiversity	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Air pollution	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Waste (e.g., chemical spills, solid waste, hazardous, plastic, etc.)	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Energy & resource use	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Other environmental topic(s)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>

E4A. Choose not to disclose (Please provide additional information):

Optamos por não divulgar mais sobre estes tópicos porque não temos certeza e nem controle desses impactos dentro da nossa cadeia que é extensa.

## Climate Action



E5. Does the company have a target(s), validated by a third-party, relating to the reduction of greenhouse gas (GHG) emissions?

(Text box with option for "No targets set") ⓘ

	Known	Baseline year (YYYY)	Target year (YYYY)	No targets set
Scope 1 targets validated by a third-party	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>

Scope 2  
targets  
(market-  
based)  
validated by a  
third-party



Scope 2  
targets  
(location-  
based)  
validated by a  
third-party



Scope 3  
targets  
validated by a  
third-party



Set targets  
are not  
validated by a  
third-party



E5A. (Optional) Please provide additional information:

Não temos metas validadas por terceiros, mas, em 2024, participamos do programa Descarbonização da Indústria, realizado pela FIESP e pelo SENAI-SP, com o qual tivemos uma consultoria para realizar os inventários de GEE referentes aos anos de 2022 e 2023. Para medir o ano de 2024 conseguimos avançar com o escopo 3 parcialmente. Nossos números de 2024: escopo 1: 11,833 tCO<sub>2</sub>e; escopo 2: 6,933tCO<sub>2</sub>e. Nossas metas são criadas a partir da compreensão de como podemos reduzir os números de emissão.

E6. Within the reporting period, did the company measure Scope 3 global greenhouse gas (GHG) emissions?

*(Select one answer per line, if 'Known', include the value. Please enter only whole numbers, rounded to the nearest whole number. Do not use decimals, fractions, special characters, spaces, or leading zeros.)* ⓘ

We did not  
measure

	Known	Measured total emissions (tCO2e)	Yes, partially measured	Scope 3 emissions (Please provide additional information)
Scope 3 emissions	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>

E6A. (Optional) Please provide additional information:

Medimos parcialmente. Relatamos no Escopo 3 apenas na categoria Resíduos Sólidos da Operação, com emissão total de 1,49 tCO2e pelos resíduos que enviamos para compostagem e para coprocessamento energético.

E6.1. Which Scope 3 categories are included in the company's Scope 3 emissions calculation?

(Select all that apply) ⓘ

<input type="checkbox"/>	Purchased goods and services
<input type="checkbox"/>	Capital goods
<input type="checkbox"/>	Fuel- and energy-related activities
<input type="checkbox"/>	Upstream transportation and distribution
<input checked="" type="checkbox"/>	Waste generated in operations
<input type="checkbox"/>	Business travel
<input type="checkbox"/>	Employee commuting
<input type="checkbox"/>	Upstream leased assets
<input type="checkbox"/>	Downstream transportation and distribution
<input type="checkbox"/>	Processing of sold products

<input type="checkbox"/>	Use of sold products
<input type="checkbox"/>	End-of-life treatment of sold products
<input type="checkbox"/>	Downstream leased assets
<input type="checkbox"/>	Franchises
<input type="checkbox"/>	Investments
<input type="checkbox"/>	Other - upstream
<input type="checkbox"/>	Other - downstream

E6.1A. (Optional) Please provide additional information:

Relatamos no Escopo 3 apenas na categoria Resíduos Sólidos da Operação, com emissão total de 1,49 toneladas de Co2 equivalente pelos resíduos que enviamos para compostagem e para co-processamento energético.

E7. Does the company have a climate adaptation plan?

(Select all that apply) ⓘ

<input type="checkbox"/>	Yes, and it includes physical risk assessments
<input type="checkbox"/>	Yes, and it includes a physical climate risk scenario analysis
<input type="checkbox"/>	Yes, and it includes actions to increase adaptation and resilience in the communities in which we operate
<input checked="" type="checkbox"/>	No, but we plan to within the next two years
<input type="checkbox"/>	No

E7A. (Optional) Please provide additional information:

Não temos um plano escrito formalmente, mas estamos atentos e nos preparando com conscientização e reduzindo riscos dos eventos climáticos extremos na nossa operação. Em 2024, a empresa adquiriu um gerador para utilizar em caso de falta de energia.

## Energy/Resource Use

E8. Has your company taken steps to reduce its fossil fuel consumption within the reporting period?

(Select one that applies)(i)

<input checked="" type="radio"/>	Yes
<input type="radio"/>	No

E8A. Please provide additional information:

No período do relatório aumentando a substituição do uso de gasolina por etanol. Essa mudança refletiu nos resultados do escopo 1 do nosso relatório de GEE no item combustão móvel. Nesse item, em 2023 emitimos 17,03 tCO2e e em 2024 emitimos 10,862 tCO2e, conseguindo uma redução de 36% na emissão.

E9. Has the company increased its direct/indirect investment in low-carbon technologies (e.g., renewable energy, nuclear energy, carbon capture and storage (CCS)) during the reporting period?

(Select all that apply)(i)

<input checked="" type="checkbox"/>	Yes, we have increased direct/indirect investment in renewable energy
<input type="checkbox"/>	Yes, we have increased direct/indirect investment in nuclear energy
<input type="checkbox"/>	Yes, we have increased direct/indirect investment in carbon capture and storage (CCS)

☐

Yes, we have increased direct/indirect investment in other low-carbon technologies

☐

No change – direct/indirect investment in low-carbon technologies remained the same

☐

No, we have decreased direct/indirect investment in low-carbon technologies

E9A. (Optional) Please provide additional information:

Em 2024, aumentamos o número de placas fotovoltaicas. Foram 176 placas a mais, totalizando 262 placas, aumentando em 37% o uso de energia limpa autogerada.

## Additional Topic-specific Questions



E10. Which of the following has the company identified as material environmental topics connected with its operations and/or value chain (e.g., based on the most severe actual or potential negative impacts on people and/or the environment)?

(Select all that apply)(i)

<input checked="" type="checkbox"/>	Climate change
<input checked="" type="checkbox"/>	Oceans
<input checked="" type="checkbox"/>	Energy & resource use
<input checked="" type="checkbox"/>	Water
<input checked="" type="checkbox"/>	Nature and biodiversity
<input checked="" type="checkbox"/>	Air pollution
<input checked="" type="checkbox"/>	Waste
<input type="checkbox"/>	None of the topics have been identified as material by the company

Additional Topic-specific Questions: Water



E11. Please provide details regarding the company's water withdrawal and consumption (own operations) within the reporting period.

(Select one answer per line, if "Known", include the value. Please enter only whole numbers, rounded to the nearest whole number. Do not use decimals, fractions, special characters, spaces, or leading zeros.)(i)

Known	Unknown	Not applicable (Please provide additional information)	Number
Total water withdrawal			



(Volume of water in megaliters):	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="text"/>
Percentage of water withdrawn in regions with high or extremely high water stress (%):	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="text"/>
Total water consumption (Volume of water in megaliters):	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="text" value="1"/>
Percentage of water consumed in regions with high or extremely high water stress (%):	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="text"/>

E11A. (Optional) Please provide additional information:

Nosso consumo total de água foi de 1,217 megalitros (quantidade que arredondamos no questionário, pois esta plataforma só aceita números inteiros). Estamos trabalhando para medir outros indicadores hídricos.

E12. Please indicate the water basins of highest priority for engagement based on your direct operations and/or supply chains (up to 10).

	Currently engaging?	Planning to engage within the next two years?
Number of Basins	<input type="text" value="3"/>	<input type="text" value="3"/>

## Additional Topic-specific Questions: Nature and biodiversity ^

E13. Please report the number and area (in hectares) of sites owned, leased, or managed by the company in or adjacent to protected areas and/or key biodiversity areas (KBA).

*(Select one answer per line, if 'Known', include the value. Please enter only whole numbers, rounded to the nearest whole number. Do not use decimals, fractions, special characters, spaces, or leading zeros.)* ⓘ

	Known	Unknown	Not applicable (Please provide additional information)	Number
Sites	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Hectares	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>

E13A. Not Applicable (Please provide additional information):

Nossa empresa não ocupa áreas de preservação ambiental, está localizada no Parque Industrial da Mooca, em São Paulo.

## Additional Topic-specific Questions: Air pollution ^

E14. Where applicable, please report the company's emissions of the following pollutants within the reporting period.

*(Select one answer per line, if 'Known', include the value. Please enter only whole numbers, rounded to the nearest whole number. Do not use decimals, fractions, special characters, spaces, or leading zeros.)* ⓘ

	Known	Emissions (t)	Unknown	Not applicable (Please provide additional information)
NOx	<input type="radio"/>	<input type="text"/>	<input type="radio"/>	<input checked="" type="radio"/>
SOx	<input type="radio"/>	<input type="text"/>	<input type="radio"/>	<input checked="" type="radio"/>
Volatile Organic Compounds (VOCs)	<input type="radio"/>	<input type="text"/>	<input type="radio"/>	<input checked="" type="radio"/>
Hazardous air pollutants (HAPs)	<input type="radio"/>	<input type="text"/>	<input type="radio"/>	<input checked="" type="radio"/>
Particulate matter (PM10)	<input type="radio"/>	<input type="text"/>	<input type="radio"/>	<input checked="" type="radio"/>
Persistent organic pollutants (POPs)	<input type="radio"/>	<input type="text"/>	<input type="radio"/>	<input checked="" type="radio"/>
Primary PM2.5	<input type="radio"/>	<input type="text"/>	<input type="radio"/>	<input checked="" type="radio"/>
Ammonia (NH3)	<input type="radio"/>	<input type="text"/>	<input type="radio"/>	<input checked="" type="radio"/>
Black Carbon (BC)	<input type="radio"/>	<input type="text"/>	<input type="radio"/>	<input checked="" type="radio"/>
Organic Carbon (OC)	<input type="radio"/>	<input type="text"/>	<input type="radio"/>	<input checked="" type="radio"/>
Carbon		<input type="text"/>		

Monoxide (CO)	<input type="radio"/>	<input type="text"/>	<input type="radio"/>	<input checked="" type="radio"/>
Methane (CH4)	<input checked="" type="radio"/>	<input type="text" value="0"/>	<input type="radio"/>	<input type="radio"/>
Other pollutants (Please provide additional information)	<input checked="" type="radio"/>	<input type="text" value="0"/>	<input type="radio"/>	<input type="radio"/>

E14A. (Optional) Please provide additional information:

CH4: 0,00212

E14A. Other pollutants (Please provide additional information):

N2O: 0,00694

E14A. Not applicable (Please provide additional information):

Os outros poluentes não aparecem em nossos inventários.

## Additional Topic-specific Questions: Waste



E15. Within the reporting period, has the company acted to reduce waste generated by its operations?

(Select all that apply) ⓘ



Yes, through the implementation of circular and/or reuse initiatives



Yes, through investment in alternative materials



Yes, through recycling measures



No, we are not actively reducing waste

## Overall Environment



E16. (Optional) Briefly describe additional relevant, practical actions the company has taken within the reporting period and/or plans to take to implement the environment principles, including goals set and any challenges faced and actions taken towards prevention and/or remediation.

Em 2024, mantivemos nossos projetos e ações de responsabilidade ambiental, principalmente nos tópicos: resíduos e energia renovável. Aumentamos a nossa participação em eventos públicos (inclusive internos como a palestra em parceria com Ambipar sobre Economia Circular) e programas de sustentabilidade, como o Comitê de Sustentabilidade da Abit (Associação Brasileira da Indústria Têxtil) e a Liga da Descarbonização, grupo formado pela mesma entidade, acreditando na visão de influenciar dentro e fora com nossas práticas e jornada para mais sustentabilidade e ética na moda.

AC1. Does the company have an anti-corruption compliance programme?

(Select one that applies) ⓘ



No, this is not a current priority



No, but we plan to within the next two years



Yes

AC1.1. Is the anti-corruption compliance programme:

(Select all that apply) ⓘ



Publicly available



Approved at most senior level of the company



Applied to the company's own operations



Applied to the company's own operations and suppliers



Applied to the company's own operations and the value chain (e.g., suppliers, consumers, communities, other business relationships)



Other (Please provide additional information)

AC1.2. Does the company monitor its anti-corruption compliance programme?

(Select all that apply) ⓘ



Yes, through review on an adhoc basis



Yes, through internal employee self-evaluations



Yes, through automated controls monitoring



Yes, through external independent monitoring



Yes, through other mechanisms  
(Please provide additional information)



No, we do not monitor the anti-corruption compliance programme  
(Please provide additional information)

AC2. Does the company have policies and recommendations for employee procedures in case of doubt and/or in situations that may represent a conflict of interest, e.g. with regard to gifts and hospitality, donations, sponsorship, or interactions with public officials?

(Select one that applies) ⓘ



No, and we have no plans to develop any policy/recommendation



No, but we plan to within the next two years



Yes, included within a broader policy or as a standalone policy

AC3. Does the company engage in collective action against corruption?

(Select one that applies) ⓘ



No, this is not a current priority



No, but we plan to in the next two years



Yes (Please provide additional information)

AC3A. (Optional) Please provide additional information:

Embora haja um compromisso formal e público sobre o tópico, a empresa é familiar com apenas dois sócios e por agora não há prioridade em desenvolver mais ações além das quais já foram implementadas e disseminadas em cadeia produtiva, com amparo do programa ABVTEX e do código de ética da própria empresa.

## Prevention





AC4. Who receives training on anti-corruption and integrity?

(Select all that apply)(i)

<input type="checkbox"/>	Selected employees (Please provide additional information)
<input checked="" type="checkbox"/>	All employees
<input checked="" type="checkbox"/>	Third-party suppliers, contractors and/or consultants
<input type="checkbox"/>	No training provided

AC4.1. How often is such training provided?

(Select one answer option per line)(i)

	One time only	Every two or more years	Every year	Unknown
All employees	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Third-party suppliers, contractors and/or consultants	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>

AC4.1A. (Optional) Please provide additional information:

Todas as integrações de novos colaboradores contam com a leitura pública e coletiva do nosso código de ética, que é revisado e relido anualmente.

AC5. Within the reporting period, have there been any suspected incidents of corruption?

(Select one that applies)<sup>i</sup>



Yes



No

## Response and Reporting



AC6. (Optional) Briefly describe additional relevant practical actions the company has taken within the reporting period and/or plans to take to implement the anti-corruption principle, including any challenges faced and actions taken towards prevention and/or remediation.<sup>i</sup>

Anticorrupção é um tópico trabalhado e reforçado no processo de integração dos novos funcionários e revisado a cada ano, através do Programa ABVTEX, no qual todos os nossos clientes, fornecedores e subcontratadas estão como pleno participantes, cientes do compromisso. Tópico que representa a honestidade, um dos nossos principais valores e que nos conecta com nossa visão de pertencimento a um ecossistema de moda cada vez mais ético.