

Workplace Conditions Assessment Report

Measured Results —Improved Performance



EUROSTYLE SYSTEMS PORTUGAL SAS

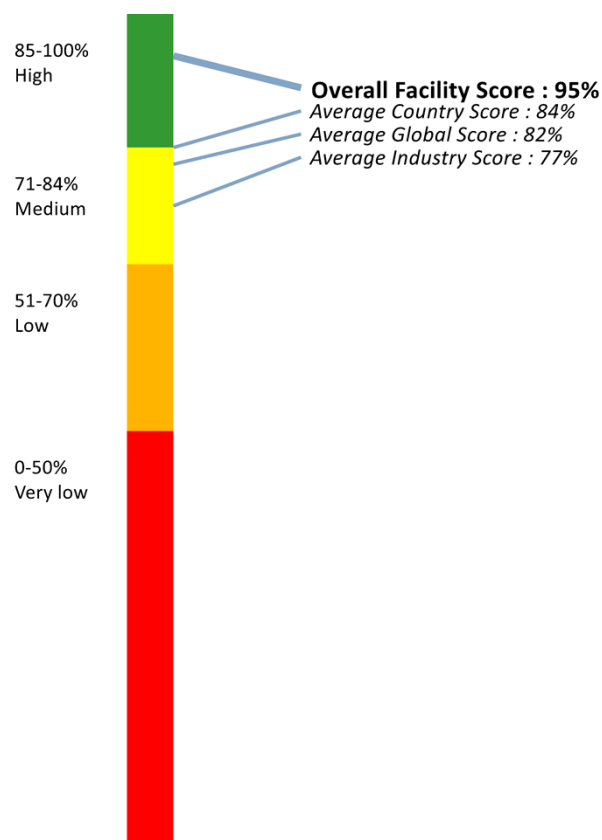
GENERAL INFORMATION

Overall Facility Score: **95%**

Reg No:	F_IAR_183309	Country:	Portugal
Audit Date:	05-Apr-2023	Assessment Stage:	Initial
Last Audit:	NA	Schedule Type:	Semi-Announced
Mandays:	2	Audit Firm:	Intertek

WORKPLACE PERFORMANCE INDEX AND SUMMARY

Participating facilities: 17331



Assessment area	Score results	Number of non-compliances by rating				
		Zero Tolerance	Major	Moderate	Minor	No Score
Overall	95%	-	-	2	1	-
Labor	100%	-	-	-	-	-
Wages & Hours	100%	-	-	-	-	-
Health & Safety	94%	-	-	1	-	-
Management Systems	84%	-	-	1	1	-
Environment	100%	-	-	-	-	-

The Performance Index Bar is used to measure and benchmark the facility's score against the other population of audit results in the database using a common scoring algorithm

A. FACILITY PROFILE

A1. FACILITY INFORMATION

Facility Name:	EUROSTYLE SYSTEMS PORTUGAL SAS	Facility Legal Status:	Private
Facility Legal Name:	EUROSTYLE SYSTEMS PORTUGAL SA	Year facility began operations:	2015
Audit Location:	PARQUE EMPRESARIAL LANHESES	Located in special economic zone:	No
City:	VIANA DO CASTELO	Person responsible for overall social compliance issues:	João Pedro Borges / HR responsible
Country:	Portugal	Valid certificate for social compliance certification program:	Not Applicable
Contact Name:	João Borges	Vendor Name:	Na
Contact Title:	HR Responsible		
Industry:	Other		
Service Providers:	Others		
Security systems in place:	The facility has a main entrance door, visitors need to ring the bell and speak in order to have an access inside the company.		
Building Description:	Facility is located in one building with two floors made of brick and stone with total building area of 20000m2. At ground floor is located the production sectors, maintenance, WCs, administration, meeting room, canteen/Social area and warehouse, at 1st floor is located the Dress room		
Special building type:	No special building type		

A2. PRODUCTION INFORMATION

Products manufactured / Services provided:	Product Automotive Industry Plastics (vehicle door panels)	Time record system(s) used:	Others: Fingertip
Production process/ Service elements:	Product Automotive Industry Plastics - Injection and assembly	Chemicals or hazardous materials on-site:	Yes Oils, lubricants, thinner and paints.
Production capacity a week:	700.000 parts	Current production/Services for client:	Na - Facility request
Total number of machines:	34		
Main machine types:	thermoplastic injectors, assembly and welding stations		
Shifts and Operating hours:	3 shifts From 6:00 to 14:00, 14:00 to 22:00 and from 22:00 to 6:00. With 30 minutes of break lunch. 40 hours per week		

A3. EMPLOYEE INFORMATION

Languages spoken in the facility : **Portuguese and English**

Employee nationalities/provinces :	There are two agency companies: Kelly Service with total of 63 employees (27 Migrants) and Randstad Company with 46 Employees (17 Migrants).	Management and employees speak same language :	Yes
Union/Worker committee :	Not Applicable		
Hires through employment agent :	Yes		
Recruitment and hiring process :	Facility has a history of maintenance and guaranty of employee's work. Employment contract reviewed follows the general law and there is no fees in hiring process at this facility. Auditor noted that employees have a general knowledge of the conditions of the contract (remuneration and working hours). All employees are hired internally, by HR workers.		

Range	Female	Male	Homeworkers	Juveniles
301-500	196	181	0	0

	Permanent	Temporary	Agency	Total
Local	312	0	65	377
Migrant	0	0	0	0
Foreign	51	0	44	95
Total	363	0	109	472

A4. SUBCONTRACTOR INFORMATION

Subcontractor#:	1	Contact Name:	Not informed
Subcontractor Name:	Plastifa - Plásticos Técnicos, Lda	Email Address:	Not informed
Telephone:	Not informed	Private label items:	No
Address:	Av. da Liberdade 266, 4770-459 Vila Nova de Famalicão, Portugal	Social Audits performed:	No
Process subcontracted:	Injection		

		Type of Social Audits:	Na
Process Type:	Other: print, spray, injection, dye, weld, wash, etc.		
Subcontractor#:	2		
Subcontractor Name:	Henfilgon - Pintura E Acabamentos, Lda	Contact Name:	Not informed
Telephone:	Not informed	Email Address:	Not informed
Address:	R. Dr. Francisco Sá Carneiro 365, Esposende, Portugal	Private label items:	No
Process subcontracted:	Painting	Social Audits performed:	Yes
		Type of Social Audits:	Ecovadis
Process Type:	Other: print, spray, injection, dye, weld, wash, etc.		

A5. GENERAL INFORMATION

30 employees were selected randomly from various sectors for the interviews, 20 individual and 2 groups of 5 employees were interviewed. All interviews are carried without the present of management and individually. No negative issues were raised during the employees' interviews and all employees were comfortable with the interview process and describe their free ideas about the facility. All stated that are happy with job position. For employees the main strengths of the facility are the willingness to pay wages and good working environment. The audit was attended directly by the Factory Managers, they demonstrated great involvement and knowledge of the process and the requirements, provided all necessary resources requested by auditors. In the closing meeting the managers demonstrated a positive attitude and interest towards the audit overall conducted by auditors. Current Covid-19 measures: The facility provided health and safety instructions to all employees on Covid 19 preventive procedures, as well as Covid 19 health and safety instructions posted. There are no bad practices in relation to the Covid 19. Good Practices: • Health insurance extended to family members • Productivity Award • Daily availability of fruit and cookies • Christmas basket and Easter almonds • Partnerships with different local entities • Birthday Day Offer (Holidays) • Memory on Birthday and Children's Birthday • Memory of the Birth of Children • Medical Services (Healing Medicine + Physiotherapy) • Back to School: Offer of school supplies for employees' children

A6. AUDIT PROCESS

Auditor Information

Auditors APSA ID : **Primary: Raphael Rocha**
ID#: 21701435

Auditors APSA ID : **Secondary: Joana Bento**
ID#: 21700524

Audit pay period provided for review

Records	From	To
12	01-Apr-2022	31-Mar-2023
12	01-Apr-2022	31-Mar-2023

Special Comments: **Na**

Employee interview sampling

Individual	20
Group	2 groups of 5
Total interviewed	30

Payroll and attendance records sampling

Period	From	To	Peak Season	Records Reviewed
Current Period	01-Mar-2023	31-Mar-2023	No	20
Period 2	01-Oct-2022	31-Oct-2022	No	5
Period 3	01-Jul-2022	31-Jul-2022	No	5
Total				30

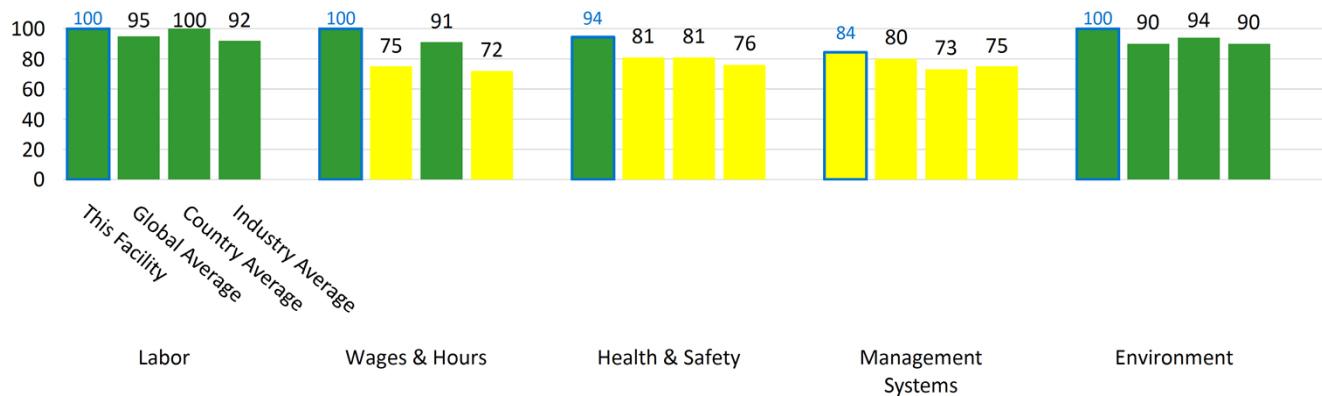
Other records reviewed

Personnel records	Employment contracts
Legal Permits	Social insurance documentation
Employee leave register	Health examination records
Machine maintenance records	

B. KEY PERFORMANCE METRICS

B1. COMPARISON BENCHMARK

Current performance — Global average, Portugal average, Other average



The Comparison Benchmark shows at a glance how this facility is performing in each category in comparison to all other facilities in the database globally, by country and/or industry using the same scoring algorithm.

B2. PERFORMANCE TREND ANALYSIS

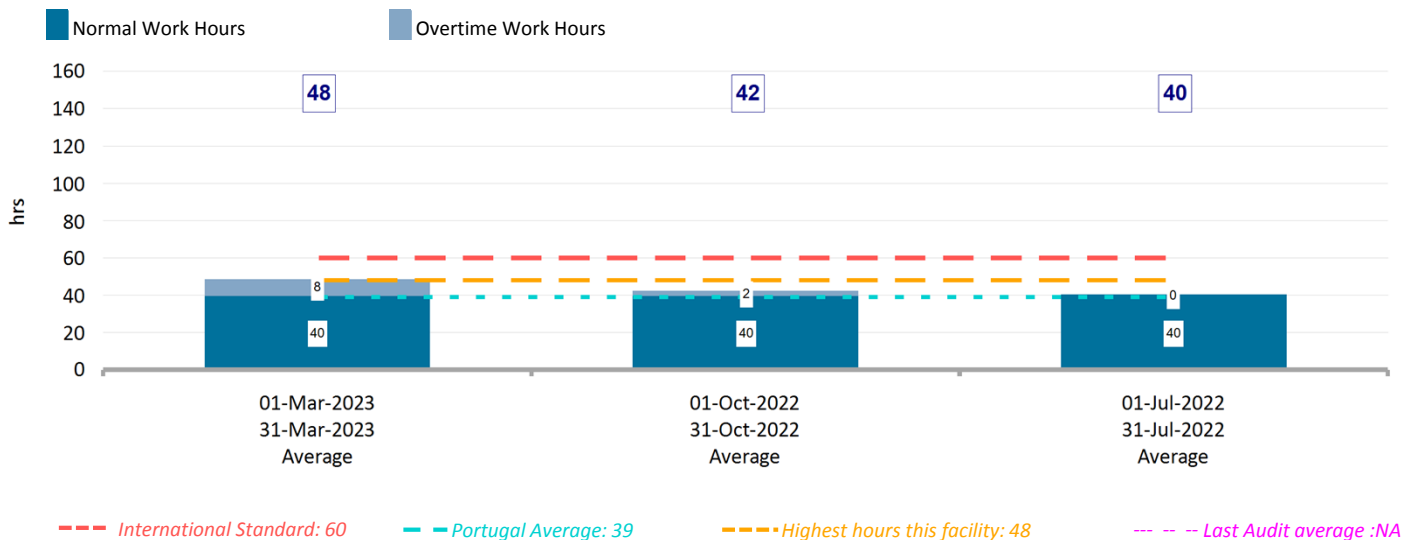
Section Name	Current (05-Apr-2023)	Last (NA)	First (NA)	Change (Current-Last)	Change (Current-First)
Labor	100	NA	NA	NA	NA
Wages & Hours	100	NA	NA	NA	NA
Health & Safety	94	NA	NA	NA	NA
Management Systems	84	NA	NA	NA	NA
Environment	100	NA	NA	NA	NA
Overall Score	95	NA	NA	NA	NA

▲ Advancers ■ Constant ▼ Decliner

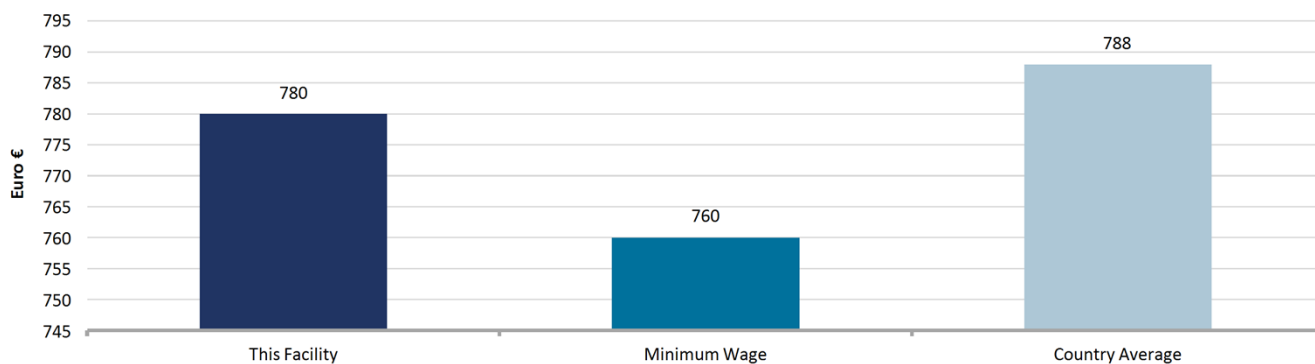
Showcase of the percentage of improvement (or decline) in performance over time for this facility. The current audit result is compared against the last audit completed at this same facility which is subsequently compared to the very first audit done at the facility.

B3. WORKING HOURS AND WAGES

Average total hours worked Weekly



Average wages paid in local currency (Euro €)



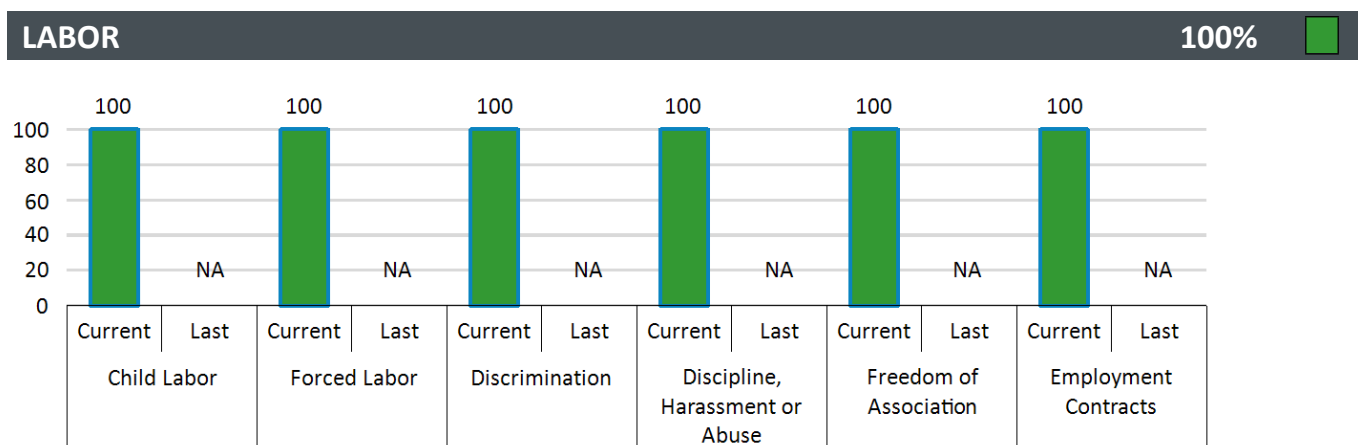
Provincial and country averages are based on average wages paid since past two years.

Special wage circumstances: NA

C. PERFORMANCE DETAILS

Current (05-Apr-2023) Last (NA)

C1. LABOR



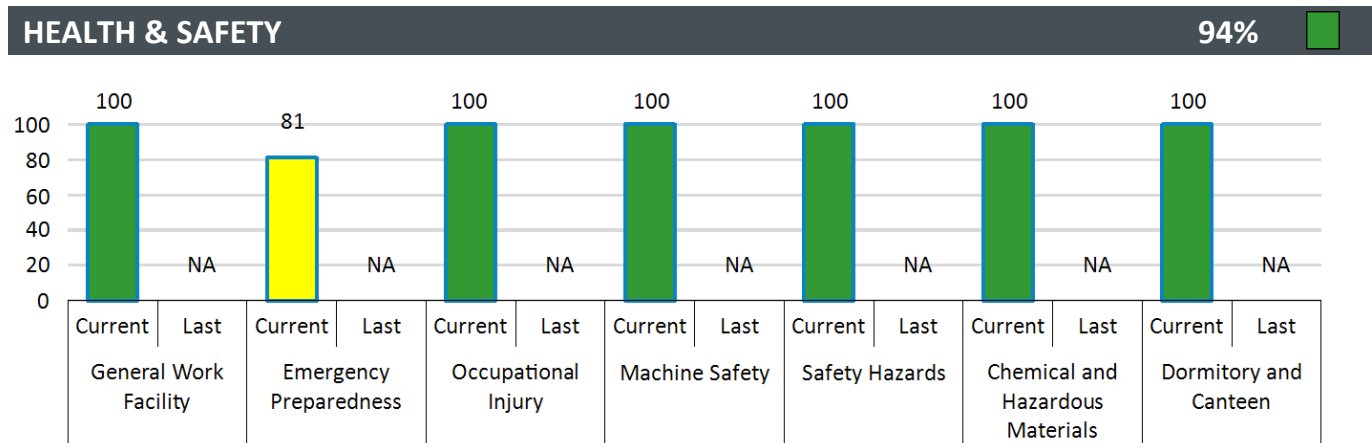
Labor Summary: Facility follows National Laws and Chemical Industry CBA, which state that the facility would not engage any persons less than 16 years of age. Age documentation such as ID card or Birth Certificate was required for review prior to hiring. Copies of age documentation are retained in employee personnel files. The facility maintains Information in the file regarding how long the employee has been working at the Facility and assesses the authenticity of age documentation and makes comparisons with sample documents. Facility ascertains the employee's stated age through the interview process. The physical appearance of the employees selected is consistent with their age and employment history as documented in their personnel file. The facility documents the existence of an employment interview. Age and date of employment was stated clearly in employment application. Facility procedures are in compliance with local Laws, which stated that workers should be employed on the basis of their ability to do the job, rather than on the basis of gender, age, disability, sexual orientation, racial characteristics, cultural or religious beliefs or similar factors. The facility recognized and respected cultural differences, employment (hiring, wages, benefits, advancement, termination, and retirement) shall be based on the worker's ability, not on personal characteristics. According to Portuguese labour law DI 7/2009 the employer can apply disciplinary measures such as the following, ordered from the soft to the extreme: Oral censure, written censure, disciplinary process, suspension from work without remuneration, loss of holiday days, and dismissal as the more extreme. The facility respects the provisions of National Laws, which includes Prohibition of Harassment or Abuse principle and encouraged employees to report instances of harassment or abuse without fear of retribution directly to Management. In fact, Management demonstrated respect for workers' mental, emotional and physical well-being regarding any disciplinary action necessary. In case of need the facility will follow Portuguese law regarding disciplinary practices.

C2. WAGES & HOURS



Wages and Hours Summary: Employees are paid at above of the minimum wage of 760€/month. Average wage paid at production workers is about 780€/month and a meal allowance from 8,57€/day that is above of the CBA. It was verified that wages are properly calculated and meet the minimum wage for the period. All applicable withholdings are properly calculated, withheld and promptly paid over to the appropriate government agency within the specified timelines. There are no payroll deductions for employment broker fees, housing allowances, food allowances or others. All employees are provided with a written and understandable statement of their pay for each pay period. According to employees’ interviews salaries are always paid on time, by direct deposit on bank account. Production works from Monday to Friday from 8:30am-5:30pm, with 60 minutes of lunch break and shifts from 6:00am-2:00pm, 2:00pm-10:00pm and from 10:00pm-6:00am with 30 minutes of break lunch. Employees work 40 hours regular hours a week. Auditor noted an accurately record of work hours, by a biometric system - fingertip in the entrance of facility.

C3. HEALTH & SAFETY



Health & Safety Summary: Facility has external services for health & safety management and provides work medicine to employees, through SEPRI medicina no trabalho, Lda work contract from 02.01.2022. Facility has a risk evaluation per job position to minimize the risks and find adequate personal protective equipment. The risk assessment includes a noise, chemical, biologic and mechanic risks and conditions evaluation per job position from September 2022 and the PPEs are distributed for all employees in accordance with the risk assessment. There is warning/emergency signs and H&S information on noticeboard. First aid kits are available on site and water is provided free of cost to all workers. All facility workshops have adequate number and appropriate types of fire extinguishers that are visible, accessible, checked annually and posted with an instruction. Facility performed the air quality assessment at workplace on 04/01/2023, thermal comfort assessment on 02/02/2023, illuminance assessment on 20/01/2023, evaluation of suspended particles on 04/02/2022, noise assessment on 18/01/2023 and Vibration assessment on 30/03/2023. All escape routes were unblocked, unobstructed and conspicuously marked. Self-protection measures against fire on building - Process nº 1138321, approved in 15.07.2021 for 2nd fire risk category; fire drill report from 07/09/2021. Facility provided the health and safety, chemical, first aid and firefighting training to employees, last trainings from March 2023, all employees received trainings on HS&, environmental and Company code of conduct during the hiring process. Company performed the Workers annual health & Safety survey on 21.12.22.

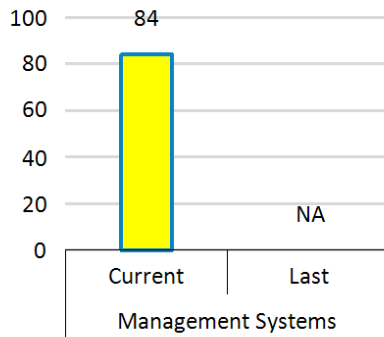
Sub Section: Emergency Preparedness

Status	Findings	% Global freq of compliance
● Moderate	<p>00323: There has not been an emergency evacuation drill for all areas and shifts in the last 12 months or as required by law or by client specific requirement whichever is stricter.</p> <p>Past occurrences at this facility: NA</p> <p>Auditor's comment Auditor noted during documents check, that the last fire drill carried out with morning and night shift was performed on 01.07.21. WCA Standards requires that the facility to perform the fire drill every 12 months for all areas and shifts.</p>	83%

C4. MANAGEMENT SYSTEMS

MANAGEMENT SYSTEMS

84%



Management System Summary: The Company has a written code of conduct and ethics, which was disclosed internally and externally through the website. In this way, the company has a social management system, endorsed by the company's CEO. There is a tool for employees and external parties to make complaints through the Company's website. There are no cases of human rights violations or unethical cases were discovered in this company.

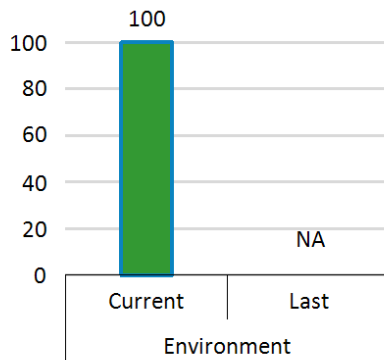
Sub Section: Management Systems

Status	Findings	% Global freq of compliance
● Minor	<p>O0825: The facility has comprehensive emergency preparedness processes and procedures in a written manual that support adherence to social compliance requirements but they are not all being properly implemented.</p> <p>Past occurrences at this facility: NA</p> <p>Auditor's comment The facility established policies and procedures, the monitoring system may not be effective or policies are incomplete thus resulting to lapses of implementation with the finding of the absence fire drill carried out with morning and night shift in the last 12 months.</p>	56%
● Moderate	<p>O0865: The facility does not conduct periodic assessments (including internal audit) of its management system in order to identify improvement opportunities.</p> <p>Past occurrences at this facility: NA</p> <p>Auditor's comment Auditor noted during manager interview, the absence of periodic assessments at least annually of its social compliance system in order to identify improvement opportunities (social audits internal and external). WCA Standards requires that there shall be perform periodic assessments at least annually of its social compliance system in order to identify improvement opportunities.</p>	80%

C5. ENVIRONMENT

ENVIRONMENT

100%



Environment Summary: Facility makes continuous improvements in their environmental performance and complies with all national and European laws and regulations. Facility has recycling practices: all the waste is segregated internally (Production wastes, paper, plastics, packages, chemical dumps, etc) are sent for recycling or proper disposal, through authorized companies and waste inventory submitted to the Portuguese Environmental Agency Platform, SILIAMB (Governmental program). Facility has a Environmental policy included in your code of conduct and is ISO 14001 certified (nº SME/3464 valid until 19.9.24). Company performed the aspect and impact assessment report from 24/01/2023, external noise assessment from 08/03/2021 and Fluorinated gases emitted on 20.1.23 to the APA (Environmental Agency). Facility has no waste treatment and there is no one air emission.

% Global Frequency of Compliance: Represents the implementation percentage performance of all suppliers participating in the WCA Community globally for each issue

Identification numbers: Represents the finding ID associated with each checklist question

RECOMMENDATION FOR IMPROVEMENT PLAN TIMELINE

- Minor: Take action within 0 ~ 6 months to make necessary improvements.
- Moderate: Take action within 0 ~ 3 months to make necessary improvements.
- Major: Take action within 0 ~ 1 month to make necessary improvements.
- Zero Tolerance: Take immediate action to make necessary improvements.

D. STRENGTHS AND CHALLENGES

Facility Strengths: Facility performance ranks in the top percentile of the population and/or has implemented a best practice process	Rating	Global Freq. of Compliance%
The facility has comprehensive working hour and wages management processes and procedures in a written manual that support adherence to social compliance requirements and are being properly implemented.	Compliant	36%
The facility has comprehensive employee safety processes and procedures in a written manual that support adherence to social compliance requirements and are being properly implemented.	Compliant	42%
Total overtime hours are within allowable limits under applicable law or agreement.	Compliant	43%
The facility provides social security, pensions, healthcare and/ or other insurance to employees as per legal requirement.	Compliant	58%
The facility has comprehensive chemicals management processes and procedures in a written manual that support adherence to social compliance requirements and are being properly implemented.	Compliant	70%
The facility (including construction projects) have the building permits and/or fire safety permits as per the legal requirements.	Compliant	75%
The facility conducts and/or pays for regular occupational health examinations for employees when applicable.	Compliant	76%
The facility provides appropriate training for managers on how to implement its social compliance policies and procedures.	Compliant	76%
The facility has implemented an mechanism/program to identify, evaluate and control employee exposure to physically demanding work, such as manual handling, heavy lifting, highly repetitive tasks, and other physically demanding jobs to prevent work-related injuries.	Compliant	77%
The total weekly working hours (normal & overtime) are 60 or less than 60 hours.	Compliant	78%

Challenges: Facility performance ranks in the bottom percentile of the population	Rating	Global Freq. of Compliance%
There has not been an emergency evacuation drill for all areas and shifts in the last 12 months or as required by law or by client specific requirement whichever is stricter.	Moderate	83%
The facility does not conduct periodic assessments (including internal audit) of its management system in order to identify improvement opportunities.	Moderate	80%
The facility has comprehensive emergency preparedness processes and procedures in a written manual that support adherence to social compliance requirements but they are not all being properly implemented.	Minor	56%

Best Practices:

The facility can demonstrate an environmental certification such as ISO14000 or equivalent.	The facility has written procedures in place to determine, manage and control overtime.
The facility has made progress in reducing or eliminating pollution, waste and conserving resources.	The facility has implemented energy saving measures or adopted new technologies that are aiming to save energy.

The facility maintains metrics or key performance indicators for any labor or health & safety issues.	
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