

CODE OF CONDUCT

1 - Letter of the Management/Owners

It's our ambition to make TGI one of the main national and international production sites for lingerie and high level swimwear.

This is only possible and sustainable, if our behaviors reflect our values and if all stakeholders, from employees to suppliers, follow the same principles. Because no principle can put into question the values, integrity and commitment that the company has with its partners, regardless of the pressures that may exist such as raising a new client, negotiate prices which guarantee our margins, meet the deadlines that we have committed ourselves or personal ambitions.

Thus, we expect a serious commitment with this Code of Conduct, through the respect of the principles set out.

2 - Goals

TGI's code of conduct is the document which integrates a set of principles governing the activity of the company, but also intended to third parties contracted by TGI.

The code was created with the primary goal of:

- a) share the principles that guide the activity of the Company and the ethical and deontological rules that should guide the conduct of all employees and promote the adoption of the principles and ethical rules and professional ethics by our partners;
- b) promote and encourage the adoption of operating principles and behavioral rules defined in this code, namely the Company's values in the employee relations among themselves and with other Stakeholders.

3 - Mission and values

Make TGI a renowned partner both nationally and internationally, by creating economic and social value for the long term.

Ethics: we are committed to create economic value based on our ethical values and relationships of trust with all stakeholders.

People: our employees are determinant factors for our success, their skills and commitment are essential to embrace the challenges of the market in which we operate.

Innovation: innovation is a differentiating factor in our business and essential to be able to grow continuously and consistently and the innovation has its reflection in the products that we manufacture and the way how we manufacture them.

Social responsibility: we base our conduct by the strict length of our legal obligations, and social concerns, trying to contribute to the improvement of the society in which we operate.

4 – Relationship with stakeholders

Clients:

All employees, regardless of hierarchical level, must have as their main focus of all their daily actions the satisfaction of our clients, so we must:

- deserve the trust that our clients have placed in us;
- provide clients with products and services of excellence;
- respect the privacy and confidentiality of information shared by our customers.

Collaborators:

The guidelines stated in this Code should be accepted, understood and implemented by all employees of TGI, regardless of hierarchical position, function and responsibility.

TGI observes the principles and values contained in the national and international legislation on Human and social rights, been the managers responsible for the compliance of those. It's not allowed discriminatory behaviors based on sex, race, ethnicity, religious belief, party affiliation, or other, being promoted to equal opportunities, ensured integrity and dignity in the workplace.

Retribution & Development

TGI guarantees to its employees, for the performance of their job, retribution geared by comparable standards in the country. Salaries and other benefits correspond to industry-validated values.

Competent employees are encouraged, and when/where possible considered for the performance of other tasks and/or responsibilities.



Hygiene and safety

TGI provides a healthy, safe work environment in each workstation. Health and security measures are promoted considering the working area and the possible specific risks.

Freedom of Union Association

TGI recognizes the right of all workers to establish unions and to join them. Workers representatives are not discriminated.

Bribery or corruption

TGI condemns any acts in which compensation or benefits are offered or accepted that influence the behavior of others to obtain advantages for themselves or the Company

Child labor

Children and adolescents are not admitted in the Company, it can only be recruited young adults above legal age and who have completed the minimum compulsory schooling.

Forced labor

The work in our company is provided exclusively based on voluntary agreements and any form of forced labor is prohibited.

Work schedules

Working hours are fixed in accordance with the law, the additional hours are voluntary, limited and duly compensated.

Suppliers:

Selection

TGI selects service providers and suppliers based on clear and impartial criteria, being one of the criteria the observance of standards of conduct that do not clash with this code.

Integrity

TGI operates with loyalty and good faith in relations with its business partners to consolidate a relationship and long-term confidence.



Public Authorities

Cooperation

TGI has a cooperative attitude with public authority and local communities guided by rules of transparency and independence.

Compliance with the obligations

TGI strictly observes the national and international legislation in force and all its legal obligations are fulfilled. All information requested and required under the law will be given accurately, timely and appropriate.

Respect the environment

The company takes the necessary measures to reduce as much as possible the environmental footprint, encouraging the responsible use of natural resources and the preservation of the environment.

This code of conduct will be presented to all employees and sent also to all suppliers/service providers that collaborate with the TGI.

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