

SICI93 and Playvest declare strict adherence and respect for the Declaration of Human Rights and major labour and environmental protection standards. We share with our partners and customers the common purpose of commitment to the utmost social, ethical, and environmental standards.

In addition, the NEXTIL Group's Code of Ethics and Conduct, which SICI93 and Playvest integrate, applies to both organizations.

The following commitments shall be fulfilled through this Code of Conduct:

## No Discrimination

Respect and equal treatment for all workers. There will be no discrimination, exclusion, or any kind of preference in hiring, remuneration, access to training, promotion, dismissal, or retirement based on nationality, race, gender, social class, national or ethnic origin, religion, age, disability, sex, marital status, sexual orientation, membership in a trade union or political party or other legitimate organizations, family responsibilities, illness or any other condition that may give rise to discrimination.

## No Child Labour

Recruitment of child labour is prohibited. This Code endorses the guidelines of the International Labour Organisation (ILO).

## Employment is Freely Chosen

Forced, slave or non-voluntary labour is prohibited. Workers have the right to leave the work and freely terminate their employment contract if they give reasonable and due notice to the employer. The organization does not hold identity documentation or require deposits or payments for the worker to secure their job.

## Fair Remuneration

The remuneration must be fair, according to the national legislation or collective agreement, which most favours the worker. All social benefits, subsidies, and leaves must be equally paid.

Before they enter employment, all workers shall be provided with written and understandable information about their employment conditions in respect to wages. Wages are to be paid in a regular and timely manner. Workers have access to their pay slip, with all the information described. It is forbidden to withhold and deduct from wages as a disciplinary measure, except those permitted by national law.

## Decent Working Hours

The working hours should not be excessive and must comply with all legal requirements and collective agreements.

The use of supplementary work (known as overtime) should not exceed what is legally established and comply with the other applicable legal requirements regarding the limit of working hours, remuneration and other criteria. Overtime must be used responsibly and exceptionally.

Workers shall be provided with the right to the legally stipulated days off.

## The Rights of Freedom of Association and Collective Bargaining

Workers, without distinction, have the right to freedom of association and the effective recognition of the right to negotiate collective labour contracts and the right to join trade unions or other associations linked to the industrial sector.

## No Precarious Employment

Employment is carried out based on a recognized and documented relationship, established in accordance with national legislation and collective agreements in force.

Before entering employment, workers are clearly informed about their rights, responsibilities, and employment conditions. Decent working conditions are provided. Those also support workers in their roles as parents or caregivers.

## NO HARSH OR INHUMANE TREATMENT IS ALLOWED

Organizations ensure the support and protection of international human rights by creating ethical working conditions for all workers.

They also guarantee a workplace free from hostile and inhumane treatment, harassment or physical or sexual abuse, physical coercion, verbal abuse, or other forms of intimidation. All these practices are prohibited.

## OCCUPATIONAL HEALTH AND SAFETY

Implementation and development of appropriate measures regarding safety and health conditions in the workplace in accordance with national legislation, aiming to prevent and minimize occupational risks, ensuring the protection of workers and avoiding their over-exposure to chemical, biological and physical hazards.

Organizations ensure the protection of their workers in the event of an accident, through insurance, while certifying that their infrastructure and equipment are safe and salubrious. Workers' occupational health is also guaranteed. All protective equipment, whether personal or collective, are the organizations responsibility.

## PROTECTION OF THE ENVIRONMENT

Organizations are committed to respect and protect the environment and minimize their environmental impact, complying with the legal and regulatory requirements. They therefore practice:

- Development and use of technologies and products with improved environmental performance.
- Measures relating to efficient resource use and "green chemistry" approach in the usage of chemicals.
- Responsible waste management and preventive approach to future environmental challenges.
- Business practices governed by integrity, honesty, fair negotiation, and full compliance with all legal requirements and subscribed normative criteria of the normative.

## ETHICAL BUSINESS BEHAVIOUR

Fair business behaviour and adoption of practices to prevent corruption, extortion, embezzlement, or any form of bribery - including, but not limited to - promising, offering, giving, or accepting of any monetary or other incentive deemed inappropriate.

Accurate information about the activities, structure and performance of organisations is maintained and disclosed in accordance with applicable regulations and industry reference practices. Falsification of this information is prohibited as well as any act of misrepresentation in the supply chain.

Personal information is collected, used, and processed in accordance with applicable laws and regulations.

General Management,

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Braga, 14/07/2022