



ICIMAR

Code of Conduct



This Code of Conduct shows our commitment to the defense of Human Rights and our commitment to the Sustainable Development Goals. In addition, it defines the principles that govern the ICIMAR work standards that must be observed.

ICIMAR strongly encourage our customers and suppliers to comply and promote the good practices and regulatory compliance standards in all areas, health and safety, human rights, compliance with commercial sanctions, anti-corruption and environmental protection, within their own supply chain.

ICIMAR promotes with its customers and suppliers the identification of new opportunities to jointly improve responsible business practices in the areas of health and safety, human rights, compliance with commercial sanctions, anti-corruption, ethics and the environment.

ICIMAR invites its customers and suppliers to promote the following principles of conduct based on respect, ethical behavior and sustainability:

Promote respect for the human rights of employees, in a safe and healthy work environment, with adequate safety management, guaranteeing adequate safety and hygiene conditions, as well as the necessary measures to prevent accidents, injuries and occupational diseases.

Respect the personal dignity and rights of all people, treating all employees with dignity and respect.

Comply with any regulation, restriction or legislation in any area, international or national.

Comply with all agreements and commitments, at international or national level, including compliance with the principles defined in the Global Compact.



Do not tolerate or practice any form of corruption or bribery.

Respecting competition rules.

Promote equal opportunities and do not establish any type of discriminatory practice in hiring or working conditions.

Do not resort to the work of minors.

Guarantee compliance with labor legislation and the right to free association, affiliation and collective bargaining and the free exercise of functions, in accordance with applicable legislation.

Develop your business activity while minimizing its environmental impact, complying with legal requirements and protecting the environment.

Establish the necessary measures for the protection of intellectual property rights, confidentiality of information and data derived from your relationship with the ICIMAR.

Promote compliance with these principles among its own customers and suppliers, in order to extend its commitment to compliance throughout the supply chain.

Non-compliance cases can be reported to sales-lex@icimar.pt, which is available and fully accessible.