



Environmental Policy

We at R3D in Portugal are conscious of our social responsibilities with regards to helping the environment through our working practices.

Our objective is not only to sustain our environment for our descendants but also to rehabilitate the damage previously done.

We believe that our corporate responsibility goes beyond our proprietary borders and therefore every effort will be made to conserve resources throughout our operations.

Awareness and Commitment

Also environmental issues are now an uprising question in the manufacturers world our factory was always thought to be **Eco-Friendly!**

We are proud for our environmental awareness!

- **100% recyclable** - Our products are **100% recyclable** and made from more than 80% recycled plastics in our own site!
- **YES! We do our own recycling process** - we collect food packaging waste from other industries and transform it on our main component to make our bubble material!

Waste Generation and Management

Everything is done in our own facilities nothing is outsourced so we keep track on every detail!

- **Reduce, Reuse, Recycle** – this is mandatory on our production cycle, we will use and reuse boxes and all sort of materials for internal purposes several times until it reenters the recycle process and get recycled once again!
- **ZERO WASTE** – all our production waste is reused or recycled even the inks used for printing have no limit to be transformed.



Energy & Water Consumption

- **We are Solar Powered** – Portugal is a beautiful and sunny country and we take the most of it!
During the day, from 7 am to 8 pm 100% of our consumed energy is driven by our own solar panels!
- **Water for human consumption only!** – water in our facilities is used in a closed circuit to climatize our working structure and for sanitary purposes.
None of our practices requires water therefor there will not have any water or soil contamination.

Natural Environment

We are committed to help!

We are located near a national reserve, it will always be our home and we look for opportunities to work with the local community in caring for the local environment and take part actions to maintain, protect and enhance natural habitats and wildlife, and be sensitive to landscape issues.

Our mission:

We are the proof that plastic is not a problem! The problem is to teach people and entrepreneurs to use it and recycle it properly.

Our mission to reduce our ecologic foot-print as being a success!! At the same time, we got the knowledge and know how to created unique and amazing products!

"We don't have to engage in grand, heroic actions to participate in change. Small acts, when multiplied by millions of people, can transform the world." -Howard Zinn



Social Responsibility and Code of Conduct

It is our company policy to conduct business in accordance with all applicable laws, rules and regulations of the jurisdictions in which we do business.

R3d is committed to ensure that all employees are treated with respect and dignity and that our manufacturing processes is environmentally responsible and compliant with the Universal Declaration of Human Rights, the international Labour Organization's (ILO) Declaration on Fundamental Principles and Rights at Work, and the United Nations Convention Against Corruption

It is also our Social Responsibility to promote environmental responsibility in our workplace.

Sustainability is our main focus! we are compliant with the Rio Declaration on Environment and Development, CA PROP.65, and all restrict EU laws. Our environmental awareness goes beyond minimum requirements, we will always push for new ways to be eco-friendly as we have done so far.

We also expect that any partner shares this compliance with the laws, rules and regulations in the countries in which they operate and to implement the principles of this Code.

We will continue to reassess and update this Code to keep abreast of the many changes within our industry.

Labor and human rights

Workers will be paid at least the minimum wage required by applicable laws and regulations and provided all legally mandated benefits.

In accordance with local laws, workers are compensated for any overtime hours. Deductions from wages are not be used as a disciplinary measure.



Working Hours

Workweeks should not exceed the maximum set by our local law. Workers have 2 days off per seven-day week, vacation time, leave periods, and holidays consistent with applicable laws and regulations.

Non Discrimination

Workers should not be discriminated against based on race, color, age, gender, sexual orientation, ethnicity, disability, religion, political affiliation, national origin, or marital status in hiring and employment practices.

Child Labor

Child labor is NOT used in any stage of manufacturing process. The term “child” refers to any person employed under the age of 18.

This does not prohibit legitimate workplace apprenticeship programs, approved by the government, which comply with applicable laws and regulations.

Humane Treatment

No worker will be subject to harsh or inhumane treatment, including sexual harassment, sexual abuse, corporal punishment, mental coercion, physical coercion, or verbal abuse.



Involuntary Labor

Under no circumstance R3D would comply with any forced, bonded, indentured, prison labor, slavery or trafficking of persons!

This includes transporting, harbouring, recruiting, transferring or receiving persons by means of

threat, force coercion, abduction or fraud.

All work is voluntary and compensated, workers are free to leave work or terminate their employment with reasonable and legal notice.

Workers are not be required to surrender any government issued identification, passports, or work permits as a condition of employment.

Freedom of Association

The rights of workers to associate freely, form and join workers organizations of their own

choosing, seek representation, and bargain collectively, as permitted by and in accordance with applicable

laws and regulations, is respected.

Workers are permitted to communicate openly

with management regarding working conditions without fear of reprisal, intimidation or harassment.

Health and Safety Occupational Safety

Appropriate controls, safe work procedures, preventative maintenance, and protective measures (such as

physical guards, interlocks, and barriers) are used in to mitigate health and safety risks.

Workers are provided with appropriate personal protective equipment whenever necessary.



Occupational Injury and Illness

Procedures are established to manage, track, and report occupational injury and illness. We encourage worker reporting, injury and illness cases, in order to investigate cases and implement corrective actions to eliminate their causes, provide necessary medical treatment, and facilitate the employee's return to work.

Emergency Preparedness

Emergency plans and response procedures are implemented, including emergency reporting, worker notification and evacuation procedures.

Ethics

Corruption, extortion, and embezzlement, in any form, are strictly prohibited and may result in immediate in legal action.

No Improper Advantage

Bribes or other means of obtaining undue or improper advantage may not be offered or accepted. Disclosure of Information, Business activities, structure, financial situation, and performance are disclosed in accordance with applicable laws and regulations.

Protection of Intellectual Property

Intellectual property rights should be respected and the transfer of technology and knowhow should be done in a manner that protects intellectual property rights.

Legal and Customer Requirements

Applicable laws and regulations and customer requirements should be identified, monitored and understood.



Audits and Assessments

Periodic self-evaluations are conducted to ensure compliance with this Code and with applicable laws and regulations.

Documentation and Records

Documents are maintained to ensure regulatory compliance and conformity to company requirements along with appropriate confidentiality to protect privacy.



Product Quality and Safety

Quality is the backbone for continuously improving our performance and meeting customer expectations regarding our products and services.

Product safety is and will continue to be one of our priorities.

Safety of the product is thought from design.

We want to deliver products that have the Highest quality but also that are safe to use in its designated purpose!

R3D seek to ensure that our operations are safe for our employees, our neighbours and the environment.

It is our compromise to meet or exceed all applicable legislative and regulatory requirements with respect to product safety.

We will provide interested parties with relevant and appropriate factual information about the safety of our products and packaging and meet labelling requirements according to our clients request if for any reason they differ from our EU laws.

All our products and packages are safe for consumers and the environment when used as intended, for packaging goods and mailing purposes or brand advertisement. They are not meant to be used as toys or by children.



Reduction of Toxics in Packaging

We certify that the regulated metals – lead, mercury, cadmium, and hexavalent chromium – ARE NOT intentionally added to any package or packaging component during the manufacturing process. These regulated metals are practically non-existent / not detected and therefore not exceed 100 parts per million by weight as certificated by SGS.