



Ethics and Anti-Corruption Policy

With 50 years of activity, JJ Heitor is a factory dedicated to women's shoes manufacture and one of its priorities is to ensure a strong presence in the international market.

Joaquim José Heitor S.A. is committed to conduct all business and partnerships with integrity and professionalism, fairly and honestly, acting in accordance with anti-corruption and anti-bribery laws, local and international.

In this context, Joaquim José Heitor S.A. has adopted a zero-tolerance policy concerning corruption and bribery, forbidding them in any form either directly or through third parties. The offer or acceptance of bribes of any kind is not tolerable and this prohibition applies both in the public and private sector.

We recognize that our integrity reputation is one of the most valuable assets and that corruption is a threat to business and our values.

Joaquim José Heitor S.A. also requires transparency and integrity in all business relationships to avoid any improper advantage or any questionable conduct suggestion from its employees or third parties with whom it maintains business.

This ethics Policy and anti-corruption is the basis of the measures adopted. The principles and measures to ensure the implementation of this policy are explained in the code of ethics and conduct of Joaquim José Heitor S.A.

In case of any questions or doubts about this matter you should contact the Company Management.

Santa Maria da Feira, 05 de maio de 2022


JOAQUIM JOSÉ HEITOR, S.A.
A ADMINISTRAÇÃO
The Management