



United Nations
Global Compact

We thank you for your time spent taking this survey.
Your response has been recorded.

Below is a summary of your responses

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CEO Statement of Continued Support

To our stakeholders,

I am pleased to confirm that Confecções T.Christina reaffirms its support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labour, Environment, and Anti-Corruption.

In this annual Communication on Progress, we disclose our continuous efforts to integrate the Ten Principles into our business strategy, culture, and daily operations, and contribute to United Nations goals, particularly the Sustainable Development Goals.

Sincerely yours,

S1. Please complete the following information:

CEO/Highest-level executive name:

Claudia Cicolo

CEO/Highest-level executive full title:

Diretora Executiva

Company name:

Confecções T.Christina

S2. Please confirm:

- I am the CEO or highest-level executive.
- I have received permission to sign on behalf of the CEO or highest-level executive.

S2.1. If applicable, form completed on behalf of the CEO or highest-level executive by:

Lila Guimarães

R1. How will you complete the 2024 CoP reporting requirement?

- Complete the digital questionnaire with the option to also add a sustainability report (*Recommended*)
- Only upload a sustainability report

R2. What is the time period covered by your Communication on Progress? (MM/YYYY - MM/YYYY)

Please share the date range of the reporting period used for the Communication on Progress option you select. ⓘ

01/2023 - 12/2023

R3. (Optional) Please clarify the scope of reporting covered by your Communication on Progress. For example, please describe the operational scope of your CoP, (e.g., corporate office, investments, subsidiaries) as needed. ⓘ

For endorsers of the CEO Water Mandate ONLY:

Endorsers of the CEO Water Mandate are asked to report supplemental water-specific information. Companies can find more information on the

CEO Water Mandate and complete the reporting requirement as necessary through the CEO Water Mandate webpage [here](#). Respondents can access the submission tool directly through the Water Action Hub [here](#).

Private Mode:

Please indicate if you would prefer to publish in private mode. (Note - if selecting private mode the date of submission will be visible on your public profile, but your report and the information within will not be accessible by non-Global Compact staff.)

Publish in private mode

Governance

[Click for additional guidance](#)

G1. Does the board/highest governance body or most senior executive of the company:

(Select all that apply) 

- Issue an annual statement about the relevance of sustainable development to the company
- Issue an annual statement that addresses impacts on both people and the environment
- Issue an annual statement highlighting a zero tolerance for corruption
- Sign off on organizational sustainability targets
- Supervise Environmental, Social, and Governance reporting
- Regularly review potential risks related to the business model**
- None of the above

G1A. (Optional) Please provide additional information:

Sobre os relatórios ambientais, por enquanto trabalhamos com inventário de emissão de GEE e

G2. Does the company have a publicly stated commitment regarding the following sustainability topics?

(Select one answer per line) 

	No, this is not a current priority	No, but we plan to within the next two years	Yes, and the commitment is focused on our own operations	Yes, and the commitment includes our own operations and suppliers	Yes, and the commitment includes our own operations and the value chain (e.g., suppliers, consumers, communities, other business relationships)
Human Rights	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Labour Rights/Decent Work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Environment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Anti-Corruption	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

G2A. (Optional) Please provide additional information:

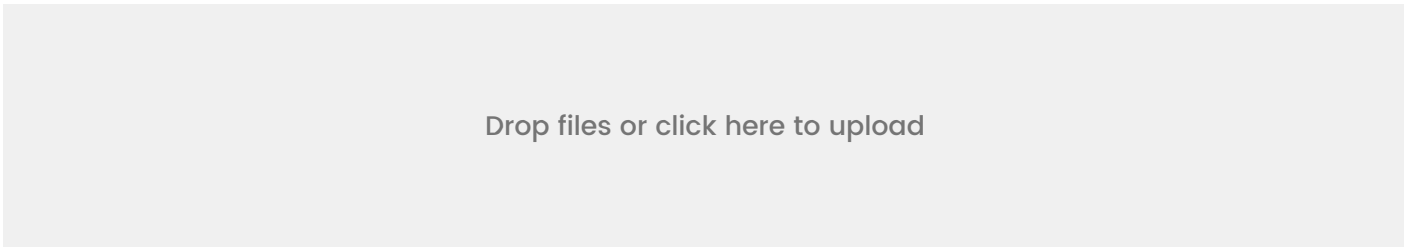
G2A. (Optional) Please upload supporting documentation if applicable:

(Uploaded file cannot exceed 50MB)

Drop files or click here to upload

G2A. (Optional) Please upload supporting documentation if applicable (2/2):

(Uploaded file cannot exceed 50MB)



G3. Does the company have a code of conduct in place regarding each of the following sustainability topics?

(Select one answer per line) [i](#)

	No, this is not a current priority	No, but we plan to within the next two years	Yes, focused on employees	Yes, focused on employees and suppliers	Yes, focused on our own operations and the value chain (e.g., suppliers, consumers, communities, other business relationships)
Human Rights	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Labour Rights/Decent Work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Environment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Anti-Corruption	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

G3A. (Optional) Please provide additional information:

G4. Has the company appointed an individual or group responsible for each of the following sustainability topics?

(Select one answer per line) [i](#)

	Yes, with limited influence on	Yes, with moderate	Yes, with direct influence of some outcomes (e.g. has	Yes, with direct influence at the highest levels of the

	No one is specifically responsible for this topic	limited influence on outcomes (e.g., limited access to internal information, limited influence on decision-making authority)	moderate influence on outcomes (e.g., has access to relevant information, reports to senior manager)	Yes, with moderate influence on some outcomes (e.g., includes one or more senior manager with decision-making rights)	Yes, with direct influence on some outcomes (e.g., includes most senior members of company)
Human Rights	<input type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>
Labour Rights/Decent Work	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Environment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Anti-Corruption	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

G4A. (Optional) Please provide additional information:

A Confecções T.Christina é uma empresa familiar, portanto sua gestão é feita pelos proprietários, que se comprometeram com o tema Anticorrupção mediante a carta de valores assinada por eles e todos os colaboradores da empresa.

G5. Does the company have a formal structure(s) (such as a cross-functional committee) to address each of the following sustainability topics?

(Select one answer per line) **i**

	Yes, with limited influence on outcomes (e.g., limited access to internal information necessary to understand risks, poor representation from relevant departments or functions)	Yes, with moderate influence on some outcomes (e.g., includes representatives of some functions, departments, or business units most relevant for addressing the risks concerned, has access to relevant information, reports to senior manager)	Yes, with direct influence on some outcomes (e.g., includes representatives of functions, departments, or business units most relevant for addressing the risks concerned, has access to relevant information, involves one or more members of senior management)	Yes, with direct influence at the highest level of the company (e.g., full access to relevant information, involves members at highest level of the company)
No formal structure	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Human Rights	<input checked="" type="radio"/>	<input type="radio"/>	Yes, with moderate influence on outcomes (e.g., includes representatives of some functions, departments, or business units most relevant for	Yes, with direct influence on some outcomes (e.g., includes representatives of functions, departments, or business units most relevant for addressing the	<input type="radio"/>
Labour Rights/Decent Work	<input checked="" type="radio"/>	<input type="radio"/>			<input type="radio"/>
Environment	<input checked="" type="radio"/>	<input type="radio"/>	Yes, with limited influence on outcomes (e.g., limited access to		Yes, with direct influence at the highest level of the company
Anti-Corruption	<input checked="" type="radio"/>	<input type="radio"/>			

G5A. (Optional) Please provide additional information:

Nosso departamento ESG funciona como um comitê composto por profissionais das áreas de comunicação, compliance, facilities desenvolvimento de produto e circularidade mas não temos uma estrutura formal.

G6. Does the company have a process(es) to assess risk?

(Select one answer per line) i

	No, this is not a current priority	No, but we are planning to develop on within the next two years	Yes, related to our own operations	Yes, related to our own operations and suppliers	Yes, related to our own operations and the value chain (e.g., suppliers, consumers, communities, other business relationships)
Human rights risks	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Labour rights risks	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Environmental risks	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Corruption risks	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

G6A. (Optional) Please provide additional information:

Além das auditorias anuais realizadas pela ABVTEX, e de todos os documentos que emitimos (MTR, CETESB, Relatório de transparência salarial de critérios remuneratórios, etc.), passamos por auditorias constantes realizadas por nossos principais clientes contemplando todos os critérios acima citados.

G6.1. During the assessment of risk, has the company identified suppliers and/or other business relationships where the risk related to human rights, labour, environment and/or anti-corruption may be particularly severe?

(Select one answer per line) 

No

Yes

Human rights risks

Labour rights risks

Environmental risks

G6.1A. (Optional) Please provide additional information:

G7. Does the company have a due diligence process through which it identifies, prevents, mitigates, and accounts for actual and potential negative impacts on sustainability topics?

(Select one answer per line) 

	No, this is not a current priority	No, but we plan to within the next two years	Yes, related to our own operations	Yes, related to our own operations and suppliers	Yes, related to our own operations and the value chain (e.g., suppliers, consumers, communities, other business relationships)
Human rights risks	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Labour rights risks	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Environmental risks	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Corruption risks	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>

G7A. (Optional) Please provide additional information:

Respondemos às normas e exigências do Programa ABVTEX, Certificação da cadeia de moda que contempla processo de diligência prévia para identificar, prevenir, mitigar e contabilizar impactos

negativos reais e potenciais em todos os temas de sustentabilidade mencionados nesta pesquisa. Além disso prestamos contas do nosso desempenho financeiro para nossos principais clientes, uma prática de transparência alinhada ao tema Anticorrupção.

G7.1. During the due diligence process, has the company identified those suppliers and/or other business relationships where the risk of adverse impacts on human rights, labour, environment and/or anti-corruption may be particularly severe?

(Select one answer per line) 

No

Yes

Human rights risks

Labour rights risks

Environmental risks

Corruption risks

G7.1A. (Optional) Please provide additional information:

G8. Does the company have a process(es) through which members of the company's workforce can raise concerns about the company's conduct on sustainability topics?

(Select one option) 

No, this is not a current priority

No, but we plan to within two years

Yes, we have an informal process (e.g., through supervisors, others)

Yes, we have a formal process

Human rights risks

Labour rights risks

Environmental risks

Corruption risks

G8A. (Optional) Please provide additional information:

G8A. (Optional) Please provide additional information:

Nos vestiários temos caixas para denúncias anônimas e pela fábrica temos avisos e 1 QR CODE levando os colaboradores para o canal de denúncias.

G8.1. Please provide additional detail regarding the process(es) the company has through which members of the company's workforce can raise concerns about the company's conduct.

(Select one answer per line) 

No

Yes

Is the process communicated to all employees/workers in local languages?

Is the process available to non-employees (e.g., suppliers, consumers, communities, and other business relationships)?

Is the process confidential (e.g., whistleblowing process)?

Are there processes in place to avoid retaliation?

Can concerns be raised about suppliers or other business relationships (e.g., clients, partners, etc.)?

Other (Please provide additional information)

G8.1A. Other (Please provide additional information):

Temos um trabalho de conscientização sobre assédio moral e sexual com materiais impressos, cartilhas educativas compartilhadas via email e palestras.

G8.1A. (Optional) Please provide additional information:

G9. How does the company capture lessons regarding each of the following sustainability topics?

(Select one answer per line) 

	No lessons are regularly captured	Conducts investigation/review of incidents as needed	Conducts investigation/review of incidents and changes organizational policies, processes, and practices accordingly	Conducts investigation/review and leverages learnings to influence both internal and external affairs
Human Rights	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Labour Rights/Decent Work	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Environment	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Anti-Corruption	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>

G9A. (Optional) Please provide additional information:

G10. Is executive pay linked to performance on one or more of the following sustainability topics?

(Select one answer per line) 

	No, this is not a current priority	No, but we plan to within the next two years	Yes
Human Rights	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Labour Rights/Decent Work	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>

Rights/Decent work

No, this is not a current

priority

No, but we plan to within

the next two years

Yes

Environment

Anti-Corruption

G10A. (Optional) Please provide additional information:

G11. Please provide details regarding the company's board/highest governance body.

(Select one answer per line, if 'Known', include the value) 

	Known	Not applicable	Number (Please input answer as a whole number (e.g., 95% = 95))
Total number of board members (#)	<input checked="" type="radio"/>	<input type="radio"/>	<input type="text" value="3"/>
Male (%)	<input checked="" type="radio"/>	<input type="radio"/>	<input type="text" value="2"/>
Female (%)	<input checked="" type="radio"/>	<input type="radio"/>	<input type="text" value="1"/>
Non-binary (%)	<input type="radio"/>	<input checked="" type="radio"/>	<input type="text"/>
Under 30 years old (%)	<input type="radio"/>	<input checked="" type="radio"/>	<input type="text"/>
30-50 years old (%)	<input checked="" type="radio"/>	<input type="radio"/>	<input type="text" value="1"/>
Above 50 years old (%)	<input checked="" type="radio"/>	<input type="radio"/>	<input type="text" value="2"/>
From minority or vulnerable groups (%)	<input type="radio"/>	<input checked="" type="radio"/>	<input type="text"/>
Executive (%)	<input checked="" type="radio"/>	<input type="radio"/>	<input type="text" value="2"/>
Independent (%)	<input checked="" type="radio"/>	<input type="radio"/>	<input type="text" value="1"/>

G11A. (Optional) Please provide additional information:

A empresa é familiar e é uma sociedade entre Claudio Cicolo e Claudia Cicolo. Claudio é o Diretor

A empresa é liderada por uma sociedade entre Claudia Cicero e Claudia Cicero. Claudia é a Diretora Financeira e Claudia é a Diretora Executiva. A terceira pessoa na direção da empresa é Igor Crivellari, Diretor Geral e responsável pela área de tecnologia.

G12. Do you produce sustainability reporting according to:

(Select all that apply) 

- National/local regulation on sustainability
- Security exchange regulations
- Non-Financial Reporting Directive of the European Union (NFRD)/Corporate Sustainability Reporting Directive (CSRD)
- Global Reporting Initiative (GRI)
- Sustainability Accounting Standards Board (SASB, now consolidated into the IFRS Foundation)
- International Integrated Reporting Council (IIRC, now consolidated into the IFRS Foundation)
- Climate Disclosure Standards Board (CDSB, now consolidated into the IFRS Foundation)
- Task Force on Climate-related Financial Disclosures (TCFD)
- Other voluntary frameworks (Please provide additional information)
- No sustainability reporting according to any frameworks nor regulations outside of this Communication on Progress**

G12A. (Optional) Please provide additional information:

Já estamos sistematizando coleta de dados e implementando melhorias nas áreas ambiental e social com a intenção de reportar nossos esforços próximo ano.

G13. Is the information disclosed in this questionnaire assured by a third-party?

(Select all that apply) 

- Limited assurance for minority of metrics (e.g., GHG emissions only)
- Limited assurance for majority of metrics
- Reasonable assurance for minority of metrics
- Reasonable assurance for majority of metrics**

Other (Please provide additional information)

No assurance for any metrics

G13A. (Optional) Please provide additional information:

Somos auditados constantemente por diversos órgãos, incluindo ABVTEX e compliance de nossos principais clientes.

Human Rights

[Click for additional guidance](#)

HR1. Which of the following has the company identified as material human rights topics connected with its operations and/or value chain, whether based on their salience (e.g., the most severe potential negative impacts on people) or another basis?

(Select all that apply) 

Freedom of association and the effective recognition of the right to collective bargaining

Child labour

Forced labour

Non-discrimination in respect of employment and occupation

Safe and healthy working environment

Working conditions (wages, working hours)

Freedom of expression

Access to water and sanitation

Digital security / privacy

Gender equality and women's rights

Rights of indigenous peoples

Rights of refugees and migrants

Other

Foi difícil selecionar 5 sendo que outros temas citados acima também são sensíveis e trabalhados internamente.

HR1A. (Optional) Please provide additional information:

Note: Labour rights topics (Freedom of association and the effective recognition of the right to collective bargaining, child labour, forced labour, non-discrimination in respect of employment and occupation, and a safe and healthy working environment) are a subset of human rights and for completeness, were included in this question. Regardless of these labour topics being selected as material in this question or not, all companies will be asked to provide additional details about these labour rights topics in the next section (L.1 and following). For the other human rights topics selected as material in this question, seven additional questions will be asked in the following section.

HR2. Does the company have a policy commitment in relation to the following human rights topics?

(Select one answer per line, if 'Yes', include the value) 

	No, and we have no plans to develop a policy	No, but we plan to within the next two years	Yes, included within a broader policy or as a stand-alone policy	Year policy last reviewed (YYYY)
--	--	--	--	----------------------------------

Gender equality and women's rights

2024

HR2A. (Optional) Please provide additional information:

HR2A. (Optional) Please upload supporting documentation if applicable:

(Uploaded file cannot exceed 50MB)

0.2 MB

application/pdf

HR2A. (Optional) Please upload supporting documentation if applicable (2/2):

(Uploaded file cannot exceed 50MB)

Drop files or click here to upload

HR2.1. For each human rights policy commitment, is it:

(Select all that apply) 

	Aligned with international human rights standards	Publicly available	Approved at most senior level of the company	Applied to the company's own operations	Applied to the company's own operations and suppliers
Gender equality and women's rights	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
	Applied to the company's own operations and the value chain (e.g., suppliers, consumers, communities, other business relationships)	Developed involving human rights expertise from inside and outside the company	Other (Please provide additional information)		

Gender equality and women's rights

Applied to the company's own operations and the

HR2.1A. (Optional) Please provide additional information:

HR3. Within the reporting period, has the company engaged with potentially affected stakeholders or their legitimate representatives in relation to the following human rights topics?

(Select one answer per line) 

	No engagement on this topic	To better understand the risks/impacts in question	To discuss potential ways to prevent or mitigate the risks/impacts in question	To agree on a way to prevent/mitigate the risks/impacts in question
--	-----------------------------	--	--	---

Gender equality and women's rights

To assess progress in preventing/mitigating the risks/impacts in question

To collaborate in the prevention/mitigation of the risks/impacts in question

Gender equality and women's rights

HR3A. (Optional) Please provide additional information:

HR4. What type of action has the company taken within the reporting period with the aim of preventing/mitigating the risks/impacts associated with the following human rights topics?

(Select all that apply) 

Built capacity among relevant business

Conducted an audit

Collective action with

	No action within reporting period	Provided internal training/capacity building for the direct workforce	Business relationships (e.g. partners, suppliers, clients, etc.)	an audit process and/or corrective action plan	action with peers or other stakeholders to address the issue
Gender equality and women's rights	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

Collaborated with governmental or regulatory bodies

Other (Please provide additional information)

Gender equality and women's rights



HR4A. (Optional) Please provide additional information:

HR5. Who receives training for the following human rights topics?

(Select all that apply) 

No training provided

Select employees

All employees

Contractors

Direct suppliers

Gender equality and women's rights



Indirect suppliers

Other - such as partners, clients, etc.

Gender equality and women's rights



HR5A. (Optional) Please provide additional information:

HR6. How does the company assess progress in preventing/mitigating the risks/impacts associated with the following human rights topics?

(Select one answer per line) 

	No monitoring of progress	Review topics on ad hoc basis	Set annual targets/goals, track progress over time (internal programmes only)	Set annual targets/goals, track progress over time (internal and external programmes)	Other (Please provide additional information)
Gender equality and women's rights	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>

HR6A. Other (Please provide additional information):

Nosso projeto de trabalho com tema igualdade de gênero e direito das mulheres tem ganhado corpo, inclusive como recorte na abordagem de outros temas como por exemplo no nosso projeto Lixo Zero quando destacamos a força da mulher nos processos de reciclagem. Além disso com a assinatura do Pacto Global, no ano passado, entendemos e fortalecemos nossa sinergia com ODS 5, norteando com maior presença nossas ações internas e de comunicação.

HR6A. (Optional) Please provide additional information:

HR7. Within the reporting period, has the company been involved in providing or enabling remedy if it has caused or contributed to adverse impact(s) associated with the following human rights topic(s)?

(Select one answer per line) 

	No remedy provided/enabled	Yes, remedy provided/enabled	No adverse impact identified or caused	Choose to not disclose
Gender equality and women's rights	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>

HR7A. (Optional) Please provide additional information:

HR8. Briefly describe additional relevant, practical actions the company has taken within the reporting period and/or plans to take to implement the human rights principles, including any challenges faced and actions

and human rights principles, including any challenges faced and actions taken towards prevention and/or remediation. ⁱ

Participamos da Semana Fashion Revolution com a presença da Professora Dani Ruano e de diversos atores da nossa cadeia produtiva especialmente em dois eventos, um que abordou mais a questão do resíduos e dos impactos ambientais para a sociedade e outro que se debruçou mais profundamente sobre o tema do trabalhador da moda.

Labour

Click for additional guidance

L1. Does the company have a policy in relation to the following labour rights topics?

(Select one answer per line, if 'Yes', include the value) ⁱ

	No, and we have no plans to develop a policy	No, but we plan to within the next two years	Yes, included within a broader policy or as a stand-alone policy	Not applicable (Please provide additional information)
Freedom of association and the effective recognition of the right to collective bargaining	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Forced labour	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Child labour	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Non-discrimination in respect of employment and occupation	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Safe and healthy working environment	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>

Year policy last reviewed (YYYY)

Freedom of association and the effective recognition of the right to collective bargaining

2024

	Year policy last reviewed (YYYY)
Forced labour	2024
Child labour	2024
Non-discrimination in respect of employment and occupation	
Safe and healthy working environment	2024

L1A. (Optional) Please provide additional information:

L1A. (Optional) Please upload supporting documentation if applicable:

(Uploaded file cannot exceed 50MB)

POLÍTICAS INTERNAS TCHRIS.pdf

0.2 MB

application/pdf

L1A. (Optional) Please upload supporting documentation if applicable (2/2):

(Uploaded file cannot exceed 50MB)

Drop files or click here to upload

L1.1. For each labour rights policy commitment, is it:

(Select all that apply)

	Aligned with International labour standards	Publicly available	Approved at most senior level of the company	Applied to the company's own operations	Applied to the company's own operations and suppliers
Freedom of association and the effective recognition of the right to collective bargaining	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Forced labour	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Child labour	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Safe and healthy working environment	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

	Applied to the company's own operations and the value chain (e.g., suppliers, consumers, communities, other business relationships)	Developed in consultation with workers and their representatives	Developed involving labour expertise from inside and outside the company	Other (Please provide additional information)
Freedom of association and the effective recognition of the right to collective bargaining	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Forced labour	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Child labour	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Safe and healthy working environment	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

L1.1A. (Optional) Please provide additional information:

L1.2. Does the company's policy on freedom of association and collective bargaining:

(Select all that apply) 

Reference the respect for the right of all workers to form and join a trade union of their choice without fear of intimidation or reprisal and protect workers against acts of antiunion discrimination

Prohibit any acts of interference in trade unions

Facilitate collective bargaining with the trade union representatives

Provide trade union representatives with the information required for meaningful bargaining in the context of bona fide negotiations

Reference the respect for the right of workers to submit grievances without suffering

We do have a policy on freedom of association or collective bargaining but it does not include any of these details

We do not have a policy on freedom of association or collective bargaining

L1.2A. (Optional) Please provide additional information:

Essas informações e declarações estão expostas em nossas murais pela fábrica e são compartilhados na integração, pois faz parte do nosso Código de Conduta/Ética

L2. Within of the reporting period, has the company engaged with affected stakeholders or their legitimate representatives in relation to the following labour rights topics?

(Select one answer per line) 

	No engagement on this topic	To better understand the risks/impacts in question	To discuss potential ways to prevent or mitigate the risks/impacts in question	To agree on a way to prevent/mitigate the risks/impacts in question
Freedom of association and the effective recognition of the right to collective bargaining	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Forced labour	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Child labour	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Non-discrimination in respect of employment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

and occupation

	<input type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>
	No engagement on this topic	To better understand the risks/impacts in question	To discuss potential ways to prevent or mitigate the risks/impacts in question	To agree on a way to prevent/mitigate the risks/impacts in question
	To assess progress in preventing/mitigating the risks/impacts in question	To collaborate in the prevention/mitigation of the risks/impacts in question	Other (Please provide additional information)	
Safe and healthy working environment	<input type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>
Freedom of association and the effective recognition of the right to collective bargaining	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Forced labour	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Child labour	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Non-discrimination in respect of employment and occupation	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Safe and healthy working environment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

L2A. Other (Please provide additional information):

Sobre a liberdade de associação, temos o tema trabalhado na integração de todos os colaboradores e em destaque nos nossos murais de comunicação. Além disso participamos do programa Score Brasil com a Organização Internacional do Trabalho em busca de melhorias para nosso ambiente de trabalho com treinamentos e capacitações.

L2A. (Optional) Please provide additional information:

L3. What type of action has the company taken within the reporting period with the aim of preventing/mitigating the risks/impacts associated with the following labour rights topics?

(Select all that apply) 

Built capacity among relevant business Conducted an

	No action within reporting period	Provided internal training/capacity building for the direct workforce	relationships Built capacity (e.g., suppliers, consumers, business communities) (e.g., suppliers, consumers, communities)	audit process and/or corrective action plan
Freedom of association and the effective recognition of the right to collective bargaining	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Forced labour	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Child labour	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Non-discrimination in respect of employment and occupation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Safe and healthy working environment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Collective action with peers or other stakeholders, in particular workers' organizations, to address the issue

Collaborated with governmental or regulatory bodies

Other (Please provide additional information)

Freedom of association and the effective recognition of the right to collective bargaining	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Forced labour	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Child labour	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Non-discrimination in respect of employment and occupation	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Safe and healthy working environment	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

L3A. Other (Please provide additional information):

Com a Organização Internacional do Trabalho, passamos pelo projeto SCORE BRASIL que contemplou treinamentos sobre os tópicos de trabalho forçado, trabalho infantil, ambiente de trabalho seguro e saudável (para este último tópico também realizamos outros eventos internos e treinamentos, previstos pelas regras e auditorias dos clientes e ABVTEX)

L3A. (Optional) Please provide additional information:

L4. Who receives training for the following labour rights topics?

(Select all that apply) 

	No training provided	Select employees	All employees	Contractors	Direct suppliers
Freedom of association and the effective recognition of the right to collective bargaining	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Forced labour	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Child labour	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Non-discrimination in respect of employment and occupation	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Safe and healthy working environment	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

	Indirect suppliers	Other – such as partners, clients, etc.
Freedom of association and the effective recognition of the right to collective bargaining	<input type="checkbox"/>	<input type="checkbox"/>
Forced labour	<input type="checkbox"/>	<input type="checkbox"/>
Child labour	<input type="checkbox"/>	<input type="checkbox"/>
Non-discrimination in respect of employment and occupation	<input type="checkbox"/>	<input type="checkbox"/>
Safe and healthy working environment	<input type="checkbox"/>	<input type="checkbox"/>

L4A. (Optional) Please provide additional information:

Temos entre outras práticas, a SEMANA SIPAT (Semana Interna de Prevenção de Acidentes do Trabalho) e treinamentos de brigada de incêndio, primeiros socorros e simulado de abandono.

L5. How does the company assess progress in preventing/mitigating the risks/impacts associated with the following labour rights topics?

(Select one answer per line) 

	No monitoring of progress	Review topics on ad hoc basis	Set annual targets/goals, track progress over time (internal programmes only)	Set annual targets/goals, track progress over time (internal and external programmes)
Freedom of association and the effective recognition of the right to collective bargaining	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Forced labour	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Child labour	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Non-discrimination in respect of employment and occupation	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Safe and healthy working environment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>

Other (Please provide additional information)

Freedom of association and the effective recognition of the right to collective bargaining	<input type="radio"/>
Forced labour	<input type="radio"/>
Child labour	<input type="radio"/>
Non-discrimination in respect of employment and occupation	<input type="radio"/>
Safe and healthy working environment	<input type="radio"/>

L5A. (Optional) Please provide additional information:


L6. Do(es) the existing collective bargaining agreement(s) provide(s) more favourable rights than those provided in legislation, where appropriate?

(Select all that apply) 

- Yes, by providing more favourable conditions related to wages
- Yes, by providing more favourable conditions related to working hours
- Yes, by providing more favourable conditions related to health coverage and/or sick leave
- Yes, by providing additional rights not otherwise provided (Please provide additional information)
- There is (are) no existing collective bargaining agreement(s)
- No

L6A. (Optional) Please provide additional information:


No momento não, mas na empresa nós temos uma norma, em caso de dúvidas entre a CLT e o sindicato, optamos para o que favorece o colaborador

L7. Within the reporting period, what was the percentage of women in managerial positions? 

- Percent women - (Please input answer as a whole number (e.g., 95% = 95))
- Unknown

84

L7A. (Optional) Please provide additional information:

L8. What was the average ratio of the basic salary and remuneration of women to men (comparing jobs of equal value) within the reporting period? 

Salary ratio (Women/Men %) - (Please input answer as a whole number (e.g., 95% = 95))



Unknown

Choose to not disclose

1

L8A. (Optional) Please provide additional information:

Homens e mulheres no mesmo cargo tem os mesmos salários

L9. Within the reporting period, how frequently were workers injured (injuries per hour worked)? [i](#)



Frequency of injury

Unknown

Choose to not disclose

0,04

L9A. (Optional) Please provide additional information:

L10. Within the reporting period, what was the company's incident rate (injuries per worker)? [i](#)



Incident Rate

Unknown

Choose to not disclose

0,7


L10A. (Optional) Please provide additional information:

L11. Within the reporting period, has the company been involved in providing or enabling remedy where it has caused or contributed to adverse impact(s) associated with the following labour rights topics?

(Select one answer per line) 

	No remedy provided/enabled	Yes, remedy provided/enabled	No adverse impact identified or caused	Choose to not disclose
Freedom of association and the effective recognition of the right to collective bargaining	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Forced labour	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Child labour	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Non-discrimination in respect of employment and occupation	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Safe and healthy working environment	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

L11A. (Optional) Please provide additional information:

L12. Briefly describe additional relevant practical actions the company has taken within the reporting period and/or plans to take to implement the labour rights principles, including any challenges faced and actions taken towards prevention and/or remediation. 

Temos a Convenção Coletiva do Sindicato das Costureiras e Trabalhadores Nas Indústrias Do Vestuário de São Paulo e Osasco com contatos do Sindicato fixado no nosso mural de comunicação, informações que frisamos na integração e na releitura do nossa Política Interna / Código de Conduta e Ética. Revisão e atualização da nossa Política anualmente, além de auditoria interna anual para monitoramento de trabalho seguro e saudável na própria fábrica e nas oficinas parceiras, nossas subcontratadas. Também implementamos o processo de entrevista de desligamento entre outras ações de acolhimento durante todo o percurso dos nossos colaboradores conosco. Além disso, está nos nossos planos implementar um treinamento interno para todos os colaboradores sobre os princípios dos Direitos Trabalhistas.

Environment

[Click for additional guidance](#)

E1. Does the company have a policy commitment in relation to the following environmental topics?

(Select one answer per line, if 'Yes', include the value) 

	No, and we have no plans to develop a policy	No, but we plan to within the next two years	Yes, included within a broader policy or as a stand-alone policy	Not applicable (Please provide additional information)	Year policy was last updated (YYYY)
Climate change	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	2024
Water	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	2024
Oceans	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
Forests/Biodiversity/Land use	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
Air pollution	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	
Waste (e.g., chemical spills, solid waste, hazardous, plastic, etc.)	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	2024
Energy & resource use	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	2024



E1A. (Optional) Please provide additional information:

O uso de energia limpa já está em vigor nas nossas instalações desde o início de 2023 com a chegada de 84 placas fotovoltaicas. Em 2024 chegaram mais 168 placas e hoje abastece 85% da nossa energia.

E1A. (Optional) Please upload supporting documentation if applicable:

(Uploaded file cannot exceed 50MB)

POLÍTICA AMBIENTAL TCHRISTINA (1).pdf

0.1 MB
application/pdf

E1A. (Optional) Please upload supporting documentation if applicable (2/2):

(Uploaded file cannot exceed 50MB)

Drop files or click here to upload

E1.1 For each environmental policy commitment, is it:

(Select all that apply) 

	Aligned with international environmental standards	Publicly available	Approved at most senior level of the company	Applied to the company's own operations	Applied to the company's own operations and suppliers
Climate change	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Water	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Waste (e.g., chemical spills, solid waste, hazardous, plastic, etc.)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Energy & resource	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

Use

Aligned with international environmental standards
 Applied to the company's own operations and the value chain (e.g., suppliers, consumers, communities, other business relationships)

Approved at most senior level of the company

Applied to the company's own operations

Applied to the company's own operations and suppliers

Developed involving environmental expertise from inside and outside the company

Other (Please provide additional information)

Climate change	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Water	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Waste (e.g., chemical spills, solid waste, hazardous, plastic, etc.)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Energy & resource use	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

E1.1A. (Optional) Please provide additional information:

E2. Within the reporting period, has the company engaged with potentially affected stakeholders or their legitimate representatives in relation to the following environmental topics?

(Select one answer per line) 

	No engagement on this topic	To better understand the risks/impacts in question	To discuss potential ways to prevent/mitigate the risks/impacts in question	To agree on a way to prevent/mitigate the risks/impacts in question
Climate change	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Water	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Oceans	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Forests/biodiversity/land use	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Air pollution	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>

Waste (e.g., chemical spills)

	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	No engagement on this topic	To better understand the risks/impacts in question	To discuss potential ways to prevent/mitigate the risks/impacts in question	To agree on a way to prevent/mitigate the risks/impacts in question
Waste (e.g., chemical spills, solid waste, hazardous, plastic, etc.)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Energy & resource use	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
		To assess progress in preventing/mitigating the risks/impacts in question	To collaborate in the prevention/mitigation of the risks/impacts in question	Other (Please provide additional information)
Climate change	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Water	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Oceans	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Forests/biodiversity/land use	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Air pollution	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Waste (e.g., chemical spills, solid waste, hazardous, plastic, etc.)	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Energy & resource use	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>

E2A. (Optional) Please provide additional information:

E3. What type of action has the company taken within the reporting period with the aim of preventing/mitigating the risks/impacts associated with the following environmental topics?

(Select all that apply)

	No action within reporting period	Provided internal training/capacity building for the direct workforce	Built capacity among relevant business relationships (e.g. suppliers, consumers, communities)	Conducted an audit process and/or corrective action plan	Collective action with peers or other stakeholders to address the issue
Climate change	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

Water	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Oceans	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Forests/Biodiversity/Land use	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Air pollution	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Waste (e.g., chemical spills, solid waste, hazardous, plastic, etc.)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Energy & resource use	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

	Collaborated with governmental or regulatory bodies	Other (Please provide additional information)
Climate change	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Water	<input type="checkbox"/>	<input type="checkbox"/>
Oceans	<input type="checkbox"/>	<input type="checkbox"/>
Forests/Biodiversity/Land use	<input type="checkbox"/>	<input type="checkbox"/>
Air pollution	<input type="checkbox"/>	<input type="checkbox"/>
Waste (e.g., chemical spills, solid waste, hazardous, plastic, etc.)	<input type="checkbox"/>	<input type="checkbox"/>
Energy & resource use	<input type="checkbox"/>	<input type="checkbox"/>

E3A. (Optional) Please provide additional information:

E4. How does the company assess progress in preventing/mitigating the risks/impacts associated with the following environmental topics?

(Select one answer per line) 

Set annual targets/goals, track progress

Set annual targets/goals, track progress

	No monitoring of progress	Review topics on ad hoc basis	Set annual targets/goals, track progress over time (internal programmes only)	Set annual targets/goals, track progress over time (internal and external programmes)	Other (Please provide additional information)
Climate change	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Water	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Oceans	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Forests/Biodiversity/Land use	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Air pollution	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Waste (e.g., chemical spills, solid waste, hazardous, plastic, etc.)	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Energy & resource use	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>

E4A. (Optional) Please provide additional information:

E4.1. For each environmental topic for which the company sets timebound goals/targets, what kind of targets has the company set?

Please provide a description of targets (e.g., what is the target, absolute vs. intensity, externally verified, on track, etc.) ⓘ

Energy & resource use

Queremos em até final de 2025 fazer uso de 100% de energia limpa

E4.2. For each environmental topic in which the company sets timebound goals/targets, how is progress against target/goal tracked?

(Select one answer per line) ⓘ

Progress is reviewed against goals annually or more frequently

Progress is reported internally to the most senior level

Progress is reported externally

Other (Please provide additional information)

Energy & resource use

Progress is reviewed against goals annually or more frequently

Progress is reported internally to the most senior level

Progress is reported externally

Other (Please provide additional information)

E4.2A. (Optional) Please provide additional information:

E5. Within the reporting period, has the company been involved in providing or enabling remedy where it has caused or contributed to adverse impact(s) associated with the following environmental topics?

(Select one answer per line) 

	No remedy provided/enabled	Yes, remedy provided/enabled	No adverse impact identified or caused	Choose to not disclose
Climate change	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Water	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Oceans	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Forests/Biodiversity/Land use	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Air pollution	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Waste (e.g., chemical spills, solid waste, hazardous, plastic, etc.)	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Energy & resource use	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>

E5A. (Optional) Please provide additional information:

E6. What were the company's gross Scope 1 and/or Scope 2 global greenhouse gas (GHG) emissions within the reporting period?

(Select one answer per line, if "Known", include the value) 

We did not measure our gross emissions. [Please explain in the text box]

Known
Known

Measured Total Emissions (tCO₂e)
Measured Total Emissions (tCO₂e)

Scope 1
emissions



17.5

Scope 2
emissions



6.508

E6A. (Optional) Please provide additional information:

Até o dia do preenchimento do COP, a empresa de consultoria que faz o nosso Inventário de GEE ainda não tinha feito a revisão final dos números, mas forneceram esses números citados, ainda sem verificação.

E7. What were the company's gross Scope 3 global greenhouse gas (GHG) emissions within the reporting period? ⓘ

- We measured Scope 3 GHG emissions [Please input the measured tCO₂e in the text box below]**
- We did not measure Scope 3 GHG emissions

E7A. Please provide additional information, including measured tCO₂e:

Medimos parte do escopo 3, mas a empresa de consultoria ainda não nos enviou o número até o momento deste preenchimento.

E7.1. Which Scope 3 categories are included in the company's Scope 3 emissions calculation?

(Select all that apply) ⓘ

- Purchased goods and services
- Capital goods
- Fuel- and energy-related activities
- Upstream transportation and distribution
- Waste generated in operations**
- Business

- Business travel
- Employee commuting
- Upstream leased assets
- Downstream transportation and distribution
- Processing of sold products
- Use of sold products
- End-of-life treatment of sold products
- Downstream leased assets
- Franchises
- Investments
- Other - upstream
- Other - downstream
- Unknown

E7.1A. (Optional) Please provide additional information:

E8. What percentage of the company's revenue was invested in R&D of low-carbon products/services within the reporting period?⁽ⁱ⁾

- Percent of revenue (%) - (Please input answer as a whole number (e.g., 95% = 95))**
- Percent of revenue (%) - (Please input answer as a whole number (e.g., 95% = 95))** Unknown Not applicable (Please provide additional information)

E8A. (Optional) Please provide additional information:

E9. Has the company acted to support climate change adaptation and


E9. Has the company acted to support climate change adaptation and resilience?

(Select all that apply) 

- We have taken action to increase company-wide resilience to climate change
- We have taken action to increase resilience in our supply chains
- We have taken action to increase resilience in the communities in which we operate
- We have provided funding for climate change adaptation and resilience initiatives and projects
- We have not taken actions to build climate change resilience in the reporting period
- Unknown**

E9A. (Optional) Please provide additional information:

Realizamos ações de educação e sensibilização para o pensar no tema com colaboradores e parceiro de cadeia.

E10. Please report the company's renewable energy consumption as a percentage of total energy consumption within the reporting period. 


Percent of total energy consumption -

(Please input answer as a whole number (e.g., 95% = 95))

Unknown

85

E10A. (Optional) Please provide additional information:

E11. What percent of the company's revenue came from low-carbon products/services within the reporting period? If applicable, please give a description of the products/services included in your calculation (e.g., relevant certifications). 

Percent of total revenue (%)

(Please input answer as a

Not applicable (Please

- (Please input answer as a whole number (e.g., 95% = 95))

Unknown

provide additional information)

0.01

E11A. Please provide additional information:

Parte dos nossos resíduos têxteis são devolvidos à nossa cadeia produtiva a partir do processo de upcycling. Desenvolvemos em parceria com a designer Agustina Comas um tecido chamado ORICLA ELÁSTICO, todo feito de sobras retiradas na mesa de corte das nossas produções. Temos oferecido a solução como matéria prima de coleções que ainda representam um número muito discreto perto do volume da produção convencional.

E12. Which of the following has the company identified as material environmental topics connected with its operations and/or value chain (e.g., based on the most severe actual or potential negative impacts on people and/or the environment)?

(Select all that apply) 

Water [Prompts E13, E14]

Forests, Biodiversity, and Land use [Prompts E15, E16, E17]

Air pollution [Prompts E18]

Waste (e.g., chemical spills, solid waste, hazardous, plastic, etc.) [Prompts E19, E20, E21]

None of the topics have been identified as material by the company

E12A. (Optional) Please provide additional information:

E13. Please provide details regarding the company's water withdrawal and consumption (own operations) within the reporting period.

(Select one answer per line, if 'Known', include the value) 

Known

Unknown

Total water withdrawal:

Fresh surface water withdrawal:

	Known	Unknown
Fresh surface water withdrawal:	<input type="radio"/>	<input type="radio"/>
Groundwater withdrawal:	<input type="radio"/>	<input type="radio"/>
Brackish surface water/seawater withdrawal:	<input type="radio"/>	<input type="radio"/>
Produced water withdrawal:	<input type="radio"/>	<input type="radio"/>
Third-party water withdrawal:	<input type="radio"/>	<input type="radio"/>
Percentage of water withdrawn in regions with high or extremely high water stress(%):	<input type="radio"/>	<input type="radio"/>
Total water consumption:	<input type="radio"/>	<input type="radio"/>
Fresh surface water consumption:	<input type="radio"/>	<input type="radio"/>
Groundwater consumption:	<input type="radio"/>	<input type="radio"/>
Brackish surface water/seawater consumption:	<input type="radio"/>	<input type="radio"/>
Produced water consumption:	<input type="radio"/>	<input type="radio"/>
Third-party water consumption:	<input checked="" type="radio"/>	<input type="radio"/>
Percentage of water consumed in regions with high or extremely high water stress(%):	<input type="radio"/>	<input type="radio"/>

Not applicable (Please provide additional information)

Total water withdrawal:	<input checked="" type="radio"/>
Fresh surface water withdrawal:	<input checked="" type="radio"/>
Groundwater withdrawal:	<input checked="" type="radio"/>
Brackish surface water/seawater withdrawal:	<input checked="" type="radio"/>
Produced water withdrawal:	<input checked="" type="radio"/>
Third-party water withdrawal:	<input checked="" type="radio"/>
Percentage of water withdrawn in regions with high or extremely high water stress(%):	<input checked="" type="radio"/>
Total water consumption:	<input checked="" type="radio"/>
Fresh surface water consumption:	<input checked="" type="radio"/>

Not applicable (Please provide additional information)

- Fresh surface water consumption:
- Groundwater consumption:
- Brackish surface water/seawater consumption:
- Produced water consumption:
- Third-party water consumption:
- Percentage of water consumed in regions with high or extremely high water stress(%):

Volume of water in megaliters

Total water withdrawal:	<input type="text"/>
Fresh surface water withdrawal:	<input type="text"/>
Groundwater withdrawal:	<input type="text"/>
Brackish surface water/seawater withdrawal:	<input type="text"/>
Produced water withdrawal:	<input type="text"/>
Third-party water withdrawal:	<input type="text"/>
Percentage of water withdrawn in regions with high or extremely high water stress(%):	<input type="text"/>
Total water consumption:	<input type="text"/>
Fresh surface water consumption:	<input type="text"/>
Groundwater consumption:	<input type="text"/>
Brackish surface water/seawater consumption:	<input type="text"/>
Produced water consumption:	<input type="text"/>
Third-party water consumption:	<input type="text" value="1.257"/>
Percentage of water consumed in regions with high or extremely high water stress(%):	<input type="text"/>

E13A. Not applicable (Please provide additional information):

O fornecimento da nossa água é da Sabesp

E13A. (Optional) Please provide additional information:

E14. Please provide details about the company's water intensity of products in regions with high or extremely high water stress.ⁱ

Water intensity of products
(cubic meter/\$ OR cubic
meter/product type):

Unknown

**Not applicable (Please
provide additional
information)**

E14A. Not applicable (Please provide additional information):

Nossa indústria não envolve o uso excessivo de água na produção dos nossos bens.

E14A. (Optional) Please provide additional information:

E18. Where applicable, please report the company's emissions of the following pollutants within the reporting period.

(Select one answer per line, if 'Known', include the value)ⁱ

Not applicable
(Please
provide
additional
information)

Known

Unknown

Emissions (t)

NOx

SOx

Volatile Organic
Compounds

Compounds (VOCs)	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	
Hazardous air pollutants (HAPs)	<input type="radio"/> Known	<input type="radio"/> Unknown	<input checked="" type="radio"/> Not applicable (Please provide additional information)	<input type="text" value="Emissions (t)"/>
Particulate matter (PM10)	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="text"/>
Persistent organic pollutants (POPs)	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="text"/>
Other (Please provide additional information)	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="text"/>

E18A. Not applicable (Please provide additional information):

Nosso processo produtivo não emite nenhum desses gases

E19. In metric tonnes, please report the company's total weight of waste generated within the reporting period.ⁱ

Waste generated (t)

Unknown

Not applicable (Please provide additional information)

87.77

E19A. (Optional) Please provide additional information:

E20. Please report the company's hazardous waste as a percentage of total waste (e.g., hazardous waste ratio) generated within the reporting period.ⁱ

Hazardous waste ratio (%) -
(Please input answer as a
whole number (e.g., 95% =
95))

Unknown

**Not applicable (Please
provide additional
information)**

E20A. Not applicable (Please provide additional information):

Nosso processo produtivo não gera resíduos perigosos.

E20A. (Optional) Please provide additional information:

E21. In metric tonnes, please report the company's estimated consumption of single-use plastic, wherever material along the value chain, within the reporting period.ⁱ

Single-use plastics (t)

Unknown

Not applicable (Please
provide additional
information)

2.56

E21A. (Optional) Please provide additional information:

E22. Briefly describe additional relevant, practical actions the company has taken within the reporting period and/or plans to take to implement the environment principles, including any challenges faced and actions taken towards prevention and/or remediation.ⁱ

Colocamos em prática o nosso projeto Lixo Zero. Além da destinação zero aterro fornecida pela empresa parceira MOMO AMBIENTAL para nossos resíduos têxteis, desde 2018, em 2023 conseguimos

que toda sobra proveniente da nossa operação, como resíduos de escritório, refeitório e banheiros pudessem ganhar um destino circular com a empresa MUSA. Para isso, realizamos diversos eventos internos e abertos à sociedade de sensibilização e educação para os temas Sustentabilidade e Mudanças Climáticas. Também estamos engajando fornecedores e clientes na busca por alternativas produtivas e materiais com atributos de sustentabilidade. Nosso tecido ORICLA ELÁSTICO foi para o mercado e lentamente vem ganhado reconhecimento como uma melhor alternativa para a moda fitness. Participamos da Liga da Sustentabilidade, programa da ABIT com TEX Brasil, na busca por amadurecer nosso time ESG e trazer estratégias para esses projetos de impacto positivo.

Anti-Corruption

[Click for additional guidance](#)

AC1. Does the company have an anti-corruption compliance programme? [i](#)

- No, this is not a current priority
- No, but we plan to within the next two years**
- Yes

AC1A. (Optional) Please provide additional information:

Na T.Christina não tem processo corruptíveis, e aqueles que poderiam ter alguma brecha, são checados pela alta direção. Somos uma empresa familiar, sem acionistas, e nossas práticas de transparência acontecem entre os sócios e equipe de Financeiro.

AC2. Does the company have policies and recommendations for employee procedures in case of doubt and/or in situations that may represent a conflict of interest, e.g. with regard to gifts and hospitality, donations, sponsorship, or interactions with public officials? [i](#)

- No, and we have no plans to develop any policy/recommendation
- No, but we plan to within the next two years**
- Yes, included within a broader policy or as a standalone policy

AC2A. (Optional) Please provide a link, and/or provide additional information:

AC2A. (Optional) Please upload supporting documentation if applicable:

(Uploaded file cannot exceed 50MB)

Drop files or click here to upload

AC2A. (Optional) Please upload supporting documentation if applicable (2/2):

(Uploaded file cannot exceed 50MB)

Drop files or click here to upload

AC3. Who receives training on anti-corruption and integrity?

(Select all that apply) ⓘ

- Select employees
- All employees
- Contractors
- Direct suppliers
- Indirect suppliers
- Other – such as partners, clients, etc.

No training provided

AC3A. (Optional) Please provide additional information:

AC4. Does the company monitor its anti-corruption compliance programme?

(Select all that apply) 

- Yes, through review on ad hoc basis
- Yes, through internal employee self-evaluations
- Yes, through automated controls monitoring
- Yes, through external independent monitoring
- Yes, through other mechanisms (Please provide additional information)
- No, we do not monitor the anti-corruption compliance programme (Please provide additional information)**

AC4A. (Optional) Please provide additional information:

AC4A. Does the company monitor its anti-corruption compliance programme?

No, we do not monitor the anti-corruption compliance programme (Please provide additional information)

Na T.Christina não tem processo corruptíveis, e aqueles que poderiam ter alguma brecha, são checados pela alta direção. Somos uma empresa familiar, sem acionistas, e nossas práticas de transparência acontecem entre os sócios e equipe de Financeiro. Além disso somos auditados pela ABVTEX e pelo compliance dos nossos clientes.

AC5. Please report the company's total number and nature of incidents of corruption within the reporting period.

(Select one answer per line, if 'Known', include the value) 

	Known	Unknown	Choose not to disclose	Number of Incidents
Confirmed within the reporting period, but related to previous years	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="text"/>
Confirmed within the reporting period, and related to the reporting period	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="text"/>

AC5A. (Optional) Please provide additional information:

AC6. Within the reporting period, what measures has the company taken to address suspected incidents of corruption independently or in response to a dispute or investigation by a government regulator?

(Select all that apply) 

- Initial case assessment
- Internal investigation
- Review by risk/ethics committee
- Review by board of directors
- External audit/review
- Other (Please provide additional information)

Not applicable/no incidents in the reporting period

AC6A. (Optional) Please provide additional information:

AC7. Does the company engage in collective action against corruption? [i](#)

- No, this is not a current priority
- No, but we plan to in the next two years**
- Yes (Please provide additional information)

AC7A. (Optional) Please provide additional information:

AC8. Briefly describe additional relevant practical actions the company has taken within the reporting period and/or plans to take to implement the anti-corruption principle, including any challenges faced and actions taken towards prevention and/or remediation. [i](#)

Temos na nossa Política Interna um tópico sobre o assunto porque, por valor, ética e conformidade com clientes e o Programa ABVTEX, a empresa está de acordo publicamente com a conduta anticorrupção.

R5. (Optional) Please upload the sustainability report for your company

(Uploaded file cannot exceed 50MB)

Drop files or click here to upload

R5.1. (Optional) Please upload another document if applicable

(Uploaded file cannot exceed 50MB)

Drop files or click here to upload

R5.2. (Optional) Please upload another document if applicable

(Uploaded file cannot exceed 50MB)

Drop files or click here to upload

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