



Letter related to Ethics and Conduct in Businesses with Suppliers

The objective of this letter is to re-affirm Alpargatas' commitment to incorporate in its processes management practices based on ethics and transparency.

Conscious of the commitment to provide to employees adequate conditions in the working environment, the signatories of this letter assume the responsibility to focus on the practices below, and comply with them.

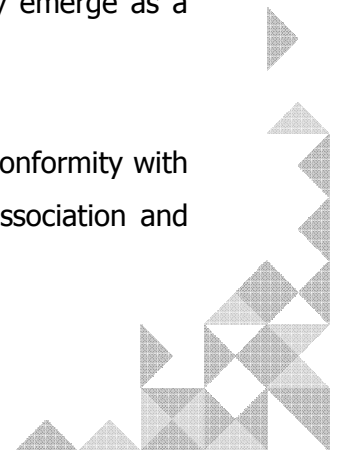
The supplier must be aware that non-compliance with the Letter of Ethics and Conduct in businesses with Suppliers may result in their disqualification for future transactions with our company.

Children Labor – The company must not use or support the use of children work, of employees under the minimum legal age, demanding that obligation is also complied with by sub-contracted entities.

Forced Labor – The company must not be involved with, or support, the use of forced labor, either under the form of the work of people hired for payment of debts or for slave work. The employees should not have their personal documents retained as a condition to be admitted and will have the freedom to leave their employers upon agreement.

Safety and Health – The company must provide for a safe and healthy working environment, that includes easy access to drinkable water, clean bathrooms, the necessary safety working equipment and training for its use, taking the adequate measures for prevention of accidents and damages to health that may emerge as a result of the work or that are associated with it.

Labor Rights – The company must maintain records of employees in conformity with the local and national legislation, must also support the freedom of association and effectively recognize the right to collective labor negotiation.





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Discrimination – The company must not get involved with, or support, discrimination based on race, religion, age, physical or mental deficiencies, marital status, sexual orientation or political association.

Disciplinary Practices – The company must not get involved with, or support, corporal or mental punishments, physical coercion or verbal abuse or any behavior considered sexual, threatening, abusive or exploiting.

Remuneration – The company must ensure that salaries and benefits are paid in full conformity with all applicable laws and their composition must be clearly and regularly detailed for the employees.

Relationship - The company, or any of its representatives, is not allowed to offer gifts which worth more than U.S. \$ 100 (one hundred dollars), nor invitations to events, trips, or any other benefit that may influence any business decision.

The relationship between Alpargatas and its employees with suppliers and other partners should be guided by honesty, proper cost benefit analyses, technical and financial reliability and integrity in conducting negotiations, respecting the law, the environment and the commercial, social and contractual rights.

If supplier becomes aware of any behavior that is against the standards established in this document, or any intimidation or offense, either through statements, acts, texts or images, he must contact Alpargatas' Ethics Committee, by the email comitedeetica@alpargatas.com.br, or call the channel AlpaEscuta - 0800 770 791. In AlpaEscuta, the supplier may choose to remain anonymous.





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The supplier who is a signatory of this letter is aware of Alpargatas' commitment with above practices and assumes the responsibility to observe and comply with them in their commercial relationships.

Company:

Name:

Position:

Date:

