

EXTERNALLY

- ✓ We strive to promote the ideals of sharing and donating within the community where we are active.
- ✓ On our own initiative, we organize twice yearly collections of goods to be donated to charitable organisations such as ANAP, the Portuguese Association for Poverty Relief.
- ✓ We contribute with paper to the campaign "Papel por Alimentos" ("Paper for Food") run by BACF, a Portuguese food bank.
- ✓ We donate hygiene products from the range we market on a monthly basis to social enterprises and other religious organizations or charities.
- ✓ We are a partner of GRACE, the Corporate Citizenship Reflection and Support Group.
- ✓ We participate in volunteer activities organized by GRACE.
- ✓ We support one-off campaigns run by our clients by participating in the collection of donations (e.g. for the "Banco do Bébe" promoted by Hotel Expo Astoria in Lisbon).
- ✓ We are a partner of the Foz do Douro branch of the organization ReFood, which we support through the donation of hygiene products.

INTERNALLY

- Groupe GM is of the view that sustainability is not just about good practices when it comes to saving energy and water, or waste management.
- The health and well-being of our co-workers is a key concern and this is reflected in our daily activities, through for instance:
- ✓ Health and safety training.
 - ✓ The use of signalling and safety equipment.
 - ✓ The fact that our offices and warehouse enjoy direct natural light.
 - ✓ Our offices have a fully equipped kitchen and open-air leisure space where our co-workers can spend time together and relax.
 - ✓ Management practises an open-door policy and encourages participation in decision-making.
 - ✓ Our social environment is an informal and secure one where proactivity and team work are encouraged.



CERTIFICADO
DE MEMBRO ASSOCIADO



O GRACE – Grupo de Reflexão e Apoio à Cidadania Empresarial – certifica que

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é membro de pleno direito desta Associação.

Lisboa, 30 de abril de 2015

O Presidente da Direção


Paula Guimarães

