

# DISCLAIMER

This is the only official Glamoux website. Glamoux is liable for the substance of this website.

Glamoux Portugal is a business duly registered in Portugal under company the number 516500414 and has its listed office at Largo Senhora a Branca 130-1, 4710-926 Braga – Portugal.

Our website is <https://glamoux.com/>

Our email address is [info@glamoux.com](mailto:info@glamoux.com)

Our phone contact is +351939997007 (Portuguese mobile network)

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## LEGAL INFORMATION

### SCOPE

Amongst the countless economic agents in this much competitive industry, we hand-pick each of our partners followed by thorough inspections and subsequent selection. Each one undergoes a scrutiny process where business credentials, operating licenses, references are checked, and consequently tried, tested, and tasted.

We are fully aware of the responsibility we hold towards our partners and patrons, as well as towards the communities in which we operate. Consequently, we have established a rigorous set of ethical values to guide us in our business practice.

We expect all our partners, that is, companies and the professionals we collaborate with, to base their activity on the same ethical principles. For this purpose, we have developed a Partners Code of Conduct, which establishes the necessary minimum standards for the provision of the services to be provided.

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# LAWS AND ETHICAL STANDARDS

## CODE OF CONDUCT

All parties must comply with all laws applicable to its activity. All parties shall promote the principles of the United Nations Global Compact, the UN Universal Declaration of Human Rights, and the International Labour Organization Declaration of Fundamental Principles and Rights at Work 1998, in accordance with applicable laws and regulations. local practices. This applies in particular to:

All Glamour Partners, Clients, Patrons, and suppliers – The parties – must comply with all laws applicable to its activity. All parties shall promote the principles of the United Nations Global Compact, the UN Universal Declaration of Human Rights, and the International Labour Organization Declaration of Fundamental Principles and Rights at Work 1998, in accordance with applicable laws and regulations. local practices. This applies in particular to:

## **HUMAN RIGHTS AND FAIR LABOUR PRACTICES WHEN:**

### **CHILD LABOUR**

All parties can not employ children under the minimum age set for admission to work in any country or local jurisdiction. If the minimum employability age is not defined, it is considered to be 15 years. Workers under the age of 18 may only perform duties in accordance with legal requirements (e.g., with regard to hours and working conditions) and are subject to any education and training requirements.

### **FORCED LABOUR**

All parts shall not engage in any form of forced or involuntary labour. All work must be voluntary in nature. Workers must retain control over their identification documents (e.g., passports, work permits or any other personal legal documents). All parties shall ensure that workers are not subject to fees or any other form of payment related to obtaining employment during the hiring process and the period of employment. Where legally required, the supplier is responsible for paying all costs and expenses (eg licenses and fees) relating to

the workers. Punishment and mental and/or physical coercion are strictly prohibited. Disciplinary procedures and policies should be clearly defined and communicated to workers.

## **REMUNERATION AND WORKING HOURS**

All parts shall comply with all applicable national laws and applicable industry standards regarding working hours, overtime pay, wages and perks. All parties are obliged to pay the wages to their workers in a timely manner, explicitly communicating the applicable wage bases. Except as provided by law, deductions from wages are not permitted as disciplinary measures.

## **FREEDOM OF ASSOCIATION AND COLLECTIVE NEGOTIATION**

All parties' employees shall be free to join or refuse a trade union/workers' association of their choice, free from threats or intimidation. All parties acknowledge and respects the right to collective bargaining in accordance with applicable law.

## **DIVERSITY**

All parts should promote an inclusive work environment that values the diversity inherent in its employees. All parties may not discriminate or tolerate discrimination against its employees based on gender, race, religion, age, disability, sexual orientation, nationality or any other feature protected by law.

## **HEALTH AND SAFETY**

We expect our parts to be committed to implementing the highest standards of occupational health and safety by applying a health and safety management approach appropriate to the activity.

All parts must comply with safety and health protection regulations, as well as provide a safe and healthy working environment in order to preserve the employees' good health, protect third parties and prevent accidents, injuries, and occupational diseases. Such practices include regular workplace risk assessments as well as the implementation of appropriate preventive and hazard control measures. Employees should be properly educated and trained in health and safety issues.

## **DATA PROTECTION AND INFORMATION DISCLOSURE**

All parts shall comply with relevant data protection and security laws and related regulations, especially regarding the personal data of customers, customers employees, parties, suppliers and shareholders.

All parties shall comply with all such requirements during the data selection, processing, transmission and use processes.

All parties shall protect and use confidential information in an appropriate manner and disclose no information.

## **BRIBERY AND CORRUPTION**

All parties must comply with all national and international anti-bribery regulations as well as applicable anti-corruption laws, regulations, and standards. All parties shall not (directly or indirectly) offer or promise any valuables in order to improperly influence any official action or to secure an illegitimate advantage in obtaining or maintaining a business.

## **TRADE REGULATIONS**

All parties must comply with all applicable trade and import regulations, including sanctions and embargoes imposed on its activities.

## **MONEY LAUNDERING AND FINANCIAL RECORDS**

All parties must comply with all regulations and laws applicable to the fight against money laundering activities. All parties shall maintain financial records and reports in accordance with international laws and regulations.

## **FAIR COMPETITION**

All parties must comply with all applicable competition laws.

## **CONFLICTS OF INTEREST**

A conflict of interest occurs when an individual has a private/personal interest that can influence their decisions. Such conflict-of-interest situations includes kinship by blood or marriage, partnership, business partnership or investment. The parties shall report any potential or factual conflict of interest to Glamoux.

## **ENVIRONMENT AND ENERGY**

All parties shall comply with all applicable environmental laws, regulations and standards as well as implement an effective system to identify and eliminate potential hazards to the environment. We rely on the commitment of our business partners to further Glamoux's climate protection objectives through the products provided and services provided (e.g., by providing relevant data on environmental protection). In this regard, we also expect

our Partners to adequately address environmental protection in their operations, notably by setting environmental protection objectives and striving to achieve those objectives, as well as the progressive adoption of means and technologies more energy efficient. ”

## **BUSINESS CONTINUITY PLANNING**

All parties must be prepared for any disruptions related to their business activity (eg natural disasters, terrorism, viruses affecting software, diseases, pandemics and infectious diseases). The necessary preparation includes in particular disaster action plans to protect employees, clients, and the environment as far as possible from the effects of potential disasters within operations.

## **COMMUNICATION WITH BUSINESS PARTNERS**

All parties shall encourage their own partners; clients and suppliers to adhere to this Code of Conduct as an integral part of fulfilling their contractual obligations.

## **COMPLIANCE WITH THE CODE OF CONDUCT**

Glamoux reserves the right, to verify compliance with the obligations of its Code of Conduct. Glamoux encourages its partners, clients, and suppliers – the parties – to implement their own binding ethical behaviour guidelines.

Any breach of obligations under this Code of Conduct will be considered as a serious breach of contract by the parts.

With the purpose of safeguarding the confidentiality, the interests, as well as the reputation, and legal protection of all parties that interact with Glamoux and/or vice-versa, and Glamoux Itself, please consult the Non-Disclosure, Non-Circumvention, Non-Seizure Of Information, Non-Usurpation, Non-Competition, And Bilateral Confidentiality Agreement [HERE](#). The mere acknowledgement of the existence of this Agreement does not dispense its consultation, nor does it discharge any of the parties of the responsibility and the content of its clauses.

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# PRIVACY

## GDPR & PRIVACY POLICY

At Glamoux, accessible at [www.glamoux.com](http://www.glamoux.com), one of our main priorities is the privacy of our visitors. This Privacy Policy document contains types of information that is collected and recorded by Glamoux and how we use it.

If you have additional questions or require more information about our Privacy Policy, do not hesitate to contact us through email at [info@glamoux.com](mailto:info@glamoux.com)

### GENERAL DATA PROTECTION REGULATION (GDPR)

Glamoux legal basis for collecting and using the personal information described in this Privacy Policy depends on the Personal Information we collect and the specific context in which we collect the information:

- Glamoux needs to perform a contract with you
- You have given Glamoux permission to do so
- Processing your personal information is in Glamoux legitimate interests
- Glamoux needs to comply with the law

Glamoux will retain your personal information only for as long as is necessary for the purposes set out in this Privacy Policy. We will retain and use your information to the extent necessary to comply with our legal obligations, resolve disputes, and enforce our policies.

If you are a resident of the European Economic Area (EEA), you have certain data protection rights. If you wish to be informed what Personal Information, we hold about you and if you want it to be removed from our systems, please contact us.

In certain circumstances, you have the following data protection rights:

- The right to access, update or to delete the information we have on you.
- The right of rectification.
- The right to object.
- The right of restriction.
- The right to data portability
- The right to withdraw consent

### LOG FILES

Glamoux follows a standard procedure of using log files. These files log visitors when they visit websites. All hosting companies do this and a part of hosting services' analytics. The information collected by log files include internet protocol (IP) addresses, browser type, Internet Service Provider (ISP), date and time stamp, referring/exit pages, and possibly the number of clicks. These are not linked to any information that is personally identifiable. The purpose of the information is for analysing trends, administering the site, tracking users' movement on the website, and gathering demographic information.

## **COOKIES AND WEB BEACONS**

Like any other website, Glamoux uses cookies'. These cookies are used to store information including visitors' preferences, and the pages on the website that the visitor accessed or visited. The information is used to optimize the users' experience by customizing our web page content based on visitors' browser type and/or other information.

## **DOUBLECLICK DART COOKIE**

Google is one of a third-party vendor on our site. It also uses cookies, known as DART cookies, to serve ads to our site visitors based upon their visit to [www.glamoux.com](http://www.glamoux.com) and other sites on the internet. However, visitors may choose to decline the use of DART cookies by visiting the Google ad and content network Privacy Policy at the following URL <https://policies.google.com/technologies/ads>.

Some of advertisers on our site may use cookies and web beacons. Our advertising partners are listed below. Each of our advertising partners has their own Privacy Policy for their policies on user data. For easier access, we hyperlinked to their Privacy Policies below.

### **– GOOGLE**

<https://policies.google.com/technologies/ads>

## **PRIVACY POLICIES**

You may consult this list to find the Privacy Policy for each of the advertising partners of Glamoux.

Third-party ad servers or ad networks uses technologies like cookies, JavaScript, or Web Beacons that are used in their respective advertisements and links that appear on Glamoux, which are sent directly to users' browser. They automatically receive your IP address when this occurs. These technologies are used to measure the effectiveness of their advertising campaigns and/or to personalize the advertising content that you see on websites that you visit.

Note that Glamoux has no access to or control over these cookies that are used by third-party advertisers.

## **THIRD PARTY PRIVACY POLICIES**

Glamoux Privacy Policy does not apply to other advertisers or websites. Thus, we are advising you to consult the respective Privacy Policies of these third-party ad servers for more detailed information. It may include their practices and instructions about how to opt-out of certain options. You may find a complete list of these Privacy Policies and their links here: [Privacy Policy Links](#).

You can choose to disable cookies through your individual browser options. To know more detailed information about cookie management with specific web browsers, it can be found at the browsers' respective websites. [What Are Cookies?](#)

## **CHILDREN'S INFORMATION**

Another part of our priority is adding protection for children while using the internet. We encourage parents and guardians to observe, participate in, and/or monitor and guide their online activity.

Glamoux does not knowingly collect any Personal Identifiable Information from children under the age of 18. If you think that your child provided this kind of information on our website, we strongly encourage you to [contact us](#) immediately and we will do our best efforts to promptly remove such information from our records.

## **ONLINE PRIVACY POLICY ONLY**

This privacy policy applies only to our online activities and is valid for visitors to our website with regards to the information that they shared and/or collect in Glamoux. This policy is not applicable to any information collected offline or via channels other than this website.

## **CONSENT**

By using our website, you hereby consent to our Privacy Policy and agree to its Terms and Conditions.

Glamoux GDPR & Privacy Policy

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## C O R P O R A T E   I N F O R M A T I O N

# DESIGNATION

BRAND: Glamoux

COMPANY NAME: Glamoux Portugal Unipessoal Lda

VAT NUMBER: PT516500414

# LOCATIONS

HEADQUARTERS ADDRESS:

Rua Martins Sarmiento 202 6A

4710-406 Braga

Portugal

OPERACIONAL OFFICE ADDRESS:

Largo Senhora a Branca 130-1

4710-926 Braga

Portugal



# ACCREDITATION AND CERTIFICATION

RNAV: 9787

(National Register Of Travel And Tourism Agencies)

IATA TIDS: 96107513

(International Air Transport Association Travel Industry Designator Service)

## INSURANCE

INSURANCE COMPANY NAME: Fidelidade - Companhia de Seguros, S.A.

ADDRESS:

Largo do Calhariz 30

1249-001 Lisboa, Portugal

INSURANCE POLICY NUMBER: RC64791939

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TRADE TERMS & CONDITIONS

## COVENANT

**BUSINESS TERMS**

A detailed and legally binding contract of our terms and conditions of the services provided and the trade conditions between Glamoux Portugal and all its valued clients and partners can be consulted [HERE](#). The allegation of non-knowledge of this Agreement does not imply its non-compliance.

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# COPYRIGHT

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