

# Policy

Aware of the fundamental role that companies play in the social well-being, sustainable development and harmony of society, SIMI – Sociedade Internacional de Montagens Industriais, S.A. is committed to develop its activity and strategic decisions based on the following values:

- Safety
- Respect for the environment
- Trust
- Solidarity
- Accuracy
- Audacity
- Recognition

The operationalization of these commitments is fundamental for a performance of excellence of all employees, and should be based on the following principles:

- Safety, Health and Prevention of Injuries and Damage, are priorities that should be above any interest whether operational, economic, or financial. As vital elements for our teams and our clients, it is also a guarantee of a perennial development, providing healthy and safe working conditions;
- Prevention of risks associated with our activity in order to achieve the goal of zero accidents and/or mistakes;
- Respect for the environment must be present at all levels of the organization, whether in decision-making or at the operational level, always seeking innovative solutions in order to minimize the impact on the environment;
- Respect for compliance in all markets and geographies is one of the foundations of our continuous improvement system. Our model is based, among others, on the legal, regulatory or other requirements that SIMI subscribes to in quality, safety and environment, ensuring compliance with the requirements stipulated in the regulatory standards ISO 9001:2015, ISO 45001:2018 and ISO 3834-2:2005; we also require our employees, suppliers and subcontractors to strictly comply with ethics rules and the internal code of conduct;
- Through our Integrated Management System (SGI) we seek the continuous improvement of our KPIs in terms of quality, safety, health and environment performance, contributing to the reduction of costs associated with non-compliance with issues related to these matters;

- *Severino Costa* Policy



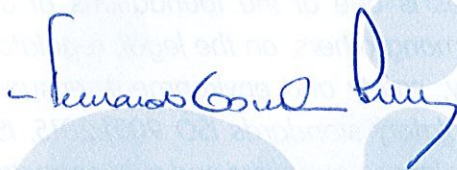
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- *Increasing efficiency and improving productivity is indispensable to the competitiveness of the company in the environment in which it operates. On a day-to-day basis, SIMI develops working methods based on Best Market Practices encouraging all employees to have a proactive attitude towards a better quality of the service which must be performed on schedule and in accordance with applicable specifications;*
- *Internal and External Communication is essential to create a healthy and appealing work environment. The communication should be accurate, concise and transparent reflecting the reality of the company at every moment, consolidated by the consultation, participation and training of workers;*
- *SIMI has a bold and ambitious attitude, without ever losing sight of the real capabilities of the organization, thus positioning itself as a credible long-term partner, with its Clients and Stakeholders, identifying their needs and expectations and continuously improving their degree of satisfaction.*

*The Board of Directors declares its commitment in conducting the necessary actions to the implementation and disclosure of this Policy reviewed on the following date.*

*Lisbon, 19 January 2022*

*(Board of Directors)*



*(General Management)*

