# Aubay Portugal Integrated Management System Policy

The Integrated Management System Policy is firmly incorporated in Aubay's Mission and Values, with the concepts of Digital Transformation and Social and Environmental Responsibility and aligned with the needs of the interested parties. The principles assumed represent a commitment from the management and the other Aubay Employees:

**Motivation and Well-being of the Employees.** Promote a humane, fair, diverse and ethical attitude and culture, of proximity and innovation, oriented towards action, results and accountability; sustain professional progression, the development of knowledge, the enrichment of skills and team spirit; allow our employees, to achieve a good balance between professional, personal and family life, by means of a set of reconciliation measures, increasing their satisfaction and loyalty towards Aubay Portugal.

**Focus on Customers.** Manage their requirements and expectations, enhance the impact of innovation and technology on their business, add value within the scope of their objectives and achieve high levels of satisfaction.

**Digital transformation of Portugal.** Being an active agent of this evolution by means of the knowledge of our employees and of our management processes, inspiring all the companies to take advantage of technology to generate added value for their business and society.

**Environmental Protection:** Minimize environmental impacts and promote sustainable practices, contributing to environmental protection, prevention of pollution and the construction of a more sustainable future.

**Promote Information Security** to protect information assets against potential threats, ensuring their confidentiality, integrity, and availability; minimize the number of security incidents and ensure that defined resolution times are met; ensure that all employees are aware of information security policies and procedures; and ensure compliance with information security requirements by suppliers.

**Environment of Continuous Improvement:** Applicable to our daily tasks and to the Organization's processes, while enhancing the constant creation of value and efficiency for all the interested parties.

**Commitment to satisfying applicable legal and regulatory requirements:** to the products and services provided, as well as in relation to the environment, information security and data privacy, occupational health and safety and the promotion of socially responsible practices.

José Cruz
Sponsor of Aubay Portugal IMS
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