

NOVABASE

Quality, Environment and Occupational Health and Safety Management System Policy

The Integrated Management System Policy has been incorporated into Novabase's vision and values, with the concept of Social Responsibility and aligned with the needs of stakeholders. Its principles represent a commitment on the part of Novabase's management and other employees:

- Customer focus. Managing their requirements and expectations, adding value to their strategic goals and achieving high degrees of satisfaction.
- Employee motivation. Fostering an attitude and culture of constant rigour, professionalism and innovation geared towards action, results and accountability; sustaining professional development, the enhancement of expertise and a team spirit.
- Protect integrity, safety and health, by providing safe and healthy working conditions, to eliminate hazards and reduce risks.
- Promote equity, dignity and the right to equality and diversity of our Employees, respecting the space to be unique, the freedom and the choices of our Employees.
- Promote employee's inquiry and participation.
- Promote and participate in social responsibility initiatives.
- Creating solid, sustained relationships with our partners and suppliers, geared towards customer needs and requirements, disregarding ambiguous attitudes, not entangled in conflicts of interest and not accepting or offering any kind of bribery.
- Empowering future access to high-quality business, giving sustainable growth and profitability to shareholders.
- Protecting the environment: Preventing pollution and encouraging the sustainable use of resources.
- Establishing and improving our processes and systems. Facilitating their transformation and improvement in an ongoing, dynamic manner, with consistency and organizational integrity in line with stakeholder expectations.
- Addressing legal and regulatory requirements applicable to our products and services, and with regard to the environment and occupational health and safety.

*Francisco Antunes,
IMS Sponsor
February 3rd, 2022*