

MANAGEMENT POLICY

MISSION

Is our intend to be a partner of reference for all Entities, in the production and supply of cast iron products where the **Quality, Innovation, Environment, Occupational Health and Safety** and **Social Accountability** combiner with the application of best available techniques, ensure the quality of what we do, a sustainable development and a proactive and responsible attitude to the society that we are inserted.

VISION

FUCOLI-SOMEPAL, SA intends to be a company of excellence in its line of business harmonizing its technical, economic and financial performance with the principles of sustainability.

Guidelines of our policy

- **Customer satisfaction** in his needs and expectations.
- **Environment protection**, through **pollution prevention** by the control of environmental impacts, and sustainable use of resources.
- **Prevention of injury and ill health**, eliminating hazards and reducing the risks in the workplace.
- **Creating added value** for all stakeholders.
- **Compliance with legal and regulatory requirements**, standards and good practices, national and international, seeking always to go beyond mere compliance.
- **Continual improvement**, to achieve new demanding goals.
- **Motivation and training** of human resources in order to foster a culture of involvement and creativity by promoting the generation of ideas.
- Ensure **equal opportunity** and treatment, avoiding all forms of discrimination not related with job execution requirements.
- **Practice of decent wages** sufficient to meet the basic needs of personnel and to provide some discretionary income.
- Provide the existence of practices to facilitate the **conciliation of professional and personal life**.
- Ensure the existence of an **attractive workplace**, ensuring reasonable working hours, condemning all practices of forced and compulsory or child labour.
- Promote **consultation and participation of workers** and their representatives.

FUCOLI-SOMEPAL, SA. Board of Directors ensures the availability of the means to accomplish this policy, communicating it to the workers, suppliers, customers and other interest parties.

Coimbra, February of 2020

Chairman of the Board of Directors



Álvaro Mendes Pereira