

INTEGRATED MANAGEMENT SYSTEM POLICY

Quality, Environment, Safety and Health, Social Responsibility and Innovation

Since 1982, **EPOS – Empresa Portuguesa de Obras Subterrâneas, S.A.** has been a reference in the execution of underground works, acting in order to satisfy its workers, clients, shareholders and the society in general, with whom it establishes a close relationship in the search for appropriate solutions to create new opportunities and to obtain the highest quality in the services provided, striving daily so that its practices and decisions contribute to a sustainable, fair and competitive society.

To this end, it encourages the commitment of its employees to a continuous professional development and to the permanent identification with the requirement of a job well done, ensuring strict fulfilment of internal and external compliance obligations applicable to its activity, with absolute priority for the aspects of safety and health, quality, environmental protection, social responsibility and innovation.

Its practice is based on strategic guidelines applied to the execution of the works, pursuing a policy of innovation and modernisation based on risk management with a focus on the requirements, needs and expectations of relevant stakeholders, being consequent and natural the respect and valorisation of relationships of trust and continuously investing in promotion and commitment through the consultation and participation of employees and/or their representatives.

For EPOS, the Integrated Management of Quality, Environment, Safety and Health, Social Responsibility and Innovation is understood as a way of incessantly seeking continuous improvement within the context of activities and commercial relations, having established a Policy aimed at meeting the following action purposes:

- Comply with and enforce applicable external and internal standards;
- Maximise the satisfaction of employees, clients, shareholders and the entities with which it interacts;
- Planning, executing, verifying and acting efficiently in all components of its commercial, technical, production, administrative, economic, financial and social activity;
- Integrate respect for the environment and the management of environmental aspects in all activities, continuously improving their environmental performance, based on the elimination or minimisation of their impacts;
- Prevent and mitigate adverse impacts related to human rights and address these impacts when they occur;
- Promote health and the prevention of injuries and health problems, reduce risks to OHS, providing a safe and healthy environment and workplaces for workers, clients, subcontractors, suppliers and visitors, innovating in planning and operational control methodologies that promote the elimination of hazards and of all unsafe conditions and acts inherent to the execution of underground works;
- Invest in the development of technical, relational and cognitive qualifications and skills of its employees, in which the valorisation of leadership, commitment and organizational knowledge are essential conditions for the awareness and implementation of the "EPOS" strategy;
- Boost research, development and innovation activities, challenging the creative capacity of its employees, the sharing of knowledge and the standardisation of best practices across all areas of intervention of EPOS;
- Maintain and strengthen close relationships between employees and top management in order to root the "Pride in being EPOS".

Porto Salvo, 22 April, 2024
On behalf of the Board of Directors
(Carlos Russo)



EPOS
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de Obras Subterrâneas, S.A.

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