



Integrated Management Policy

Proman Portugal is a leading provider of Engineering, Construction, and Project Management services across the Oil & Gas, Petrochemical, Material handling, Energy, and Infrastructure sectors. We are committed to delivering high-quality industrial projects with a focus on safety, sustainability, and continuous improvement in line with our core principles of:

- **Customer Satisfaction:** Delivering projects on time, within budget, and to the highest quality standards, ensuring long-term customer loyalty and business continuity.
- **Health, Safety, and Well-being:** Prioritizing the health, safety, and well-being of employees and stakeholders by proactively eliminating hazards and minimizing risks, ensuring a safe working environment.
- **Employee Engagement and Development:** Fostering a culture of open communication and involvement while investing in the development of our employees to drive project success and uphold sustainable practices.
- **Environmental Responsibility:** Minimizing our environmental impact by preventing pollution and promoting sustainability in our projects.
- **Compliance and Legal Adherence:** Ensuring compliance with all relevant legal, regulatory, and customer requirements through integrated Quality, Safety, and Environmental practices.
- **Continuous Improvement:** Fostering a culture of innovation and continuous improvement to exceed stakeholder expectations and drive operational excellence.

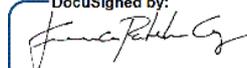
Vision

To be a leader in delivering sustainable industrial projects, driving innovation, and excellence in Project Management, Industrial Engineering, and Construction Management in alignment with Proman's GAIN strategy.

Values

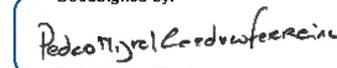
Commitment, Integrity, Camaraderie, Long-term thinking, Decisiveness, Adaptability.

Francisco Carlos

DocuSigned by:

76E5C2149D2D44A...

01-Jan-2025

Pedro Ferreira

DocuSigned by:

6CA76B738A72483...