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ENVIRONMENTAL, HEALTH AND SAFETY POLICY

The LIZMONTAGENS, Company of Thermo-Industrial Assemblies, S.A, since the beginning of its constitution in 1978, is developing and enriching the context of its statutory purposes and, simultaneously, creating and expanding in Portugal and abroad an image of a competent technical and commercial entity, reliable to accomplish the requirements of its Customers.

Pledged in keeping and, if possible, strengthening its image of a highly responsible and reliable company, obtained by the efforts of dedicated employees, makes it possible, through the full respect of the established orienting principles and the integral fulfilment of the leading norms to the intended goals.


Those commitments are strictly followed by all levels of the organization, given the higher priority to the Safety, Health and the Environment matters, being always focused in its continuous improvement of the Safety, Health and Environment integrated system, and in the strict accomplishment of applicable law, regulations and statutory requirements, among others. In all our workers' contracts it is clearly stated that the maximum admissible Alcohol Blood Levels must be respected, as well as, it is absolutely forbidden to consume drugs while working for Lizmontagens SA. We do all of this to prevent accidents and cases of work-related ill health and to make sure the well being of all our collaborators, promoting at the same time an environmental responsibility among them.

Lizmontagens SA. has adopted and therefore developed its Environmental, Health and Safety system, in accordance with the international standards, ISO14001, SCC2017/6.0, OHSAS18001 and ISO45001, being the scope of our certification ISO18001 the "construction and repair of industrial furnaces and other refractory equipment", intended to extend the scope of our certification SCC2017/6.0 to the same scope.

The maintenance of an acting Safety, Health and Environmental Policy, that considers as a way of excellence the establishment of a company's solid culture is essential, and that presents as the primordial vector, the respect for the person, assuring an harmonious safe and clean working environment, the well being of any person, not creating this way conditions that might injures the physical and psychic integrity of the workers, at every level of the organization, including our customers, visitors or any external collaborator or other interested party.

Our commitment, and aim in a perfect limit, which is serving as a "conducting wire" of our activities and behaviour, will be:

- Projects and Services with zero incidents;
- Workers safety behaviour with no Blood Alcohol level higher than allowed or Drugs' findings;
- Manage and control all the components of our activity in a correct way;
- Conducting operations in an environmentally sound manner;
- Adequate use of human resources, not creating situations of individual stress;
- A Company Social responsibility perspective focused on the help of employees' relatives;
- No open issues resulting from consultation with our employees on matters affecting their health and safety;

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- Applying the principle of reduce, reuse and recycle in all processes, preventing aggressions to the environment and assuring wastes correct destination;
- Striving to ensure that suppliers agree to comply with environmental, Health and Safety regulations;
- The consultation or participation of all workers, including the involvement of workers within the integrated system requirements, the appropriate communication, the incidents investigation, the risk assessments, the control and monitoring of relevant activities and internal auditing;
- Provision of a Safe workplace for all employees, customers, suppliers, visitors and other interested parties, by eliminating hazards and reducing occupational health and safety Risks.
- Adequate actions to address occupational Health & Safety risks and opportunities;
- Prevent and slow the spread of COVID-19 pandemics within the workplaces;
- Improvement of occupational Health & Safety management system continually.

This policy should be reviewed and revised as necessary, minimum once per year.

Lisbon, 30th of October 2020

Approved by: **Jorge Delgado Alves**
CEO