

## Policy quality, environment and safety

Complementary and synergistic, we are present in the market with a **unique offer** with **solutions** that range **from product and equipment supply, to piped gas distribution**, commercialization of **natural gas and electricity, construction, infrastructures** and landscaping to all sorts of **technical installations, maintenance, technical support** and **training**.

All these specific áreas are supported by the quality of products, the know how of a dynamic engineering team and the tradition of accurate working ethics.

### Diversification and Differentiation

These are the two strategic pillars that shape the work of the **Rolear Group**, with the ongoing aim of providing the best range of integrated solutions and technical ability.

Distinct, but complementary to a philosophy that we have followed over the years; they involve diversification of the services provided and the products sold, and a focus on differentiation through the quality of those same products and services.

The guiding principle in our activity is the choice of **increasingly effective technical solutions**, seeking to adapt our projects to eco-friendly guidelines.

Within this conduct of active participation in society, we have also chosen **social responsibility** as a priority for the group. The sustained development, the contribution to an increasing quality of life and the creation of new employment opportunities, are regular practices of our corporate management.

### Human Resources

The Rolear Group fosters a policy of staff retention by ensuring adequate working conditions and encouraging the personal and professional development of its employees. However, the Group's business dynamic is also characterised by a continuous investment in the contracting of new and qualified members of staff and in job creation.

### Quality

In order to maintain its strong market position, Rolear must ensure that it provides the necessary support for customers, employees, suppliers and society in general, taking into account the knowledge of satisfaction levels with regard to the expectations created about its performance.

The quality management system, recognized and certified by the Company International Certification (eiC), that we, have set up has allowed us to reach high standards on behalf of our customers and suppliers, but it has also encouraged our employees to strive for continuous improvement in their performance.

#### Health and Safety

Rolear's employees and subcontractors are aware of the company's commitment in respect of occupational health and safety. To this end, it monitors and controls the risks associated with its operations and activities, implements and maintains risk prevention and mitigation procedures, identifies the response capacity in the case of accidents and emergencies, and investigates incidents and accidents.

Our employee's health is also an asset that we must look after. With this in mind all of our staff members are checked over regularly by a specialised company, ensuring they are able to get access to medical care as and when necessary.

We are committed to identifying and fulfilling our conformity obligations (legal requirements and any others that may be applicable) effectively, and to taking the necessary measures with a view to preventing injury and other circumstances that could be prejudicial to the health of all those who work for us.

#### Environment

Rolear believes environmental management to be a strategic factor for competitiveness and takes steps to control and keep to a minimum any environmental impact that may arise as a direct or indirect result of its activities. As part of its responsible performance, it ensures the fulfilment of conformity obligations and the adoption of sustainable practices to safeguard the environment:

1. Selective collection of waste produced and forwarding of the waste to licensed waste management operators under environmentally adequate conditions and accompanied by the relevant documentation.

2. Registration of the establishments in the Integrated Electronic Waste Logging System of the Portuguese Environment Agency (APA) in order to generate the electronic documents that will accompany the waste (e-GAR) and automatic integration of the annual data into the Integrated Waste Registration Framework (MIRR).
3. Transfer to the Sociedade Ponto Verde – Sociedade Gestora de Resíduos de Embalagens ("Green Dot Company") of the responsibility for the management of the packing waste from all of the products imported to Portugal for sale on the domestic market; this is done through membership of the Integrated System for the Management of Packing Waste (SIGRE) pursuant to contract no. EMB/0015701, dated 19 April 2017.
4. Transfer to Amb3E - Associação Portuguesa de Gestão de Resíduos (Portuguese Waste Management Association) of the responsibility for the management of waste resulting from imported electrical and electronic equipment. This association is licensed to provide an integrated WEEE management system.
5. Annual submission, to the Portuguese Environment Agency (APA), of data relating to the sale and purchase of fluorinated gases.
6. Submission, to the European Environment Agency, of data relating to importing of fluorinated gases.

As a general rule, the Rolear Group will do everything that it can to help ensure that high levels of well-being can be achieved in every private or public space. To this end, it will supply and safely install and assemble suitable eco-friendly, innovative and high quality infrastructure, systems and technical equipment, with a view to ensuring the complete satisfaction of its customers and any other parties involved.

**Keeping pace with the new paradigms means maintaining the balance between economic relations, quality, the environment, occupational health and safety, and society.**

Areal Gordo, 21 de Setembro de 2017



Presidente do Conselho de Administração