

# Integrated Management Policy

Proman Portugal is a service provider for Engineering, Construction and Project Management in the fields of oil & gas, petrochemical, material handling, energy, and infrastructures.

Proman Portugal executes industrial projects with excellence, committed with:

- Ensuring customer satisfaction through the execution and completion of projects within the expected quality, on time and on budget, thus sustaining business continuity.
- Eliminating hazards and reducing OH&S risks to provide workers safe and healthy working conditions for the prevention of work-related injuries and ill health, at the office and/or remote.
- The implementation of measures to provide the well-being of its workers.
- Promoting employee involvement in workers communication, participation, and consultation.
- Developing workers competencies to enable the project teams to provide services while respecting customer requirements and the principles of a sustainable development.
- The protection of the environment, including the prevention of pollution.
- The compliance with the requirements established in our Quality, Safety and Environment guidelines which subscribe to legal, statutory, customer's and other considerations.
- Focus on success achievement through a shared commitment to meet or exceed stakeholders' expectations through the continuous improvement of Management System performance.

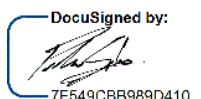
## Vision

Proman Portugal is a strong global EPC contractor for industrial projects, focused on sustainable projects, supporting the growth component of the Proman family GAIN strategy by being the centre of Excellence for Project Management, Industrial Engineering and Construction.

## Values

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

**Pedro Silva**  
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