

POLICY FOR ETHICS AND SOCIAL RESPONSIBILITY



Lemos & Moreira, LDA recognizes its responsibility in the creation of value for the community where it operates and is compromised in the management of its activities in an ethical, socially and environmentally responsible way, making commitments with the various stakeholders.

COMMITMENT WITH THE CREATION OF VALUE

Lemos & Moreira, LDA. continuously improves its management, taking into account a progressive improvement of its economic and financial performance, promoting a continuous improvement of its products/services, fighting waste and focusing on the efficiency and efficacy of its activity.

COMMITMENT WITH ITS COLLABORATORS

Lemos & Moreira, LDA. adopts non discriminatory practices of recruiting and selection, which promote equal opportunities, promoting professional development and the recognition through the creation of motivating work conditions using encouraging remuneration policies that favour the excellence and merit of workers.

Lemos & Moreira, Lda assures not to violate any of the OIT conventions as defined in the declaration of OIT of the fundamental principles and rights at work:

- The organization does not use child labour;
 - The organisation does not operate any type of forced or mandatory labour;
 - The organisation ensures there is no type of discrimination at work or occupation;
 - The organisation respects the freedom of association and the right to collective negotiation.
- Lemos & Moreira LDA does not involve, in any way, and does not support the use of child labour, guiding its actions by the rules established in the Code of Ethics and Conduct.

COMMITMENT WITH NATURE AND THE ENVIRONMENT

Lemos & Moreira, LDA. adopts a policy of preventing pollution based on compliance with environmental legislation to which it is committed. This way, it is concerned with controlling the environmental impact of its activities, incorporating environmental concerns in ways to promote the participation in initiatives of sensibilization and preservation of environmental values by its clients, collaborators, local communities and suppliers. Guided by the protection of the environment and prevention of pollution, through compliance with mandatory obligations.

COMMITMENT WITH SAFETY AND HEALTH AT WORK

Lemos & Moreira, LDA. invest in the systematic protection of the health of its employees, in increasingly adequate and safer work conditions, in order to prevent work related injuries and health conditions for workers. This way, Lemos & Moreira LDA commits to::

- Comply with legal requirements and other requirements regarding safety and health at work;

- Eliminate dangers and reduce risks to safety and health at work;
- Consult and encourage the participation of its workers in matters of safety and health at work.

COMMITMENT WITH CLIENTS, SUPPLIERS AND PARTNERS

Lemos & Moreira, LDA., promotes a relationship based on equality, loyalty and ethics, based on respect for people and their rights, compliance with ethical criteria, promotion of values, culture and management model.

Arcozelo, Vila Verde, 9 of October 2023

(The management)