



# CORPORATE SOCIAL RESPONSIBILITY POLICY

Cohesion | Consistency | Meritocracy | Loyalty | Accuracy | Ethics | Culture



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## 1. SCOPE

The Corporate Social Responsibility Policy is applicable to all activities of the CONDURIL Group.

## 2. INTRODUCTION

Our mission at CONDURIL is to create lasting wealth for our shareholders and to maintain the best working conditions for our employees. Employee satisfaction is the first vector of our social responsibility.

Our belief is that value and wealth can only be created through openness, trust, and accountability based on a culture of integrity that means Honesty, Transparency, Justice and strict adherence to rules and regulations; these are our values and the foundation of all our principles.

CONDURIL's Corporate Social Responsibility Policy outlines the principles that guide the actions to ensure responsible behaviour towards its stakeholders.

## 3. GOALS

CONDURIL's Corporate Social Responsibility aims to achieve its sustainable development, responsibly and efficiently meeting the highest and most stringent production process requirements responsibly and efficiently. This way, it promotes a culture of ethics and compliance, provides profitability to its shareholders, fosters its employees' personal and professional development, and monitors the development of the various social contexts where it develops its activity.

CONDURIL's culture values action, promotes transparency, empowers collaborators, encourages communication, and uses natural resources sustainably for its activities, promoting social and environmental sustainability.

## 4. CORPORATE STRATEGY

"Only by acting sustainably and focusing on our values, can we continue our existence and build a better world!"

CONDURIL develops all its activity in the field of Civil Engineering. The company's main objective, both technically and economically, is to become (and be recognised by the market as) one of the best engineering companies in Portugal.

CONDURIL's contribution to society by creating wealth to ensure the well-being of citizens is also one of its goals.

CONDURIL's commitment to society is summarised as follows:

- Respect for ethics, integrity and accuracy regarding all stakeholders;
- Respect for the economic, social and environmental context;
- Fostering innovation and its application in the production process;
- Job creation and society's well-being.

Throughout its existence, CONDURIL has developed corporate principles that frame its performance and that of its employees:

- To be one of the best public works companies;
- A company that is simultaneously more competitive and more human;
- A light and flexible organisation;
- Economic return;
- Respect for the Client and honesty in the relationship;
- Growth achieved through productivity gains;
- Fidelity to principles.

## 5. PRINCIPLES OF ACTION

“Throughout its history, Conduril has strived to outline its journey through sustainable paths and contribute to the development and well-being of its employees, as well as of the locations in which it operates.”

CONDURIL's guidelines follow the relevant national and international rules and regulations in force in the places where it operates when interacting with stakeholders and the environment, as well as the commitment to the organisation's sustainable development objectives.

CONDURIL'S stakeholders are all organisations and individuals who can influence the organisation's performance.

As stakeholders, we highlight customers, shareholders, employees, partnerships, communities and end users, suppliers, regulatory and supervisory bodies, financial institutions and business associations, who benefit from policies related to quality, environment, health and safety, information security, social responsibility and compliance.

### 5.1 Clients

CONDURIL maintains appropriate standards of courtesy, correctness and professional pride in its relations with its clients, which is a differentiating factor of its technical and organizational competence.

CONDURIL undertakes to:

- Build Civil Engineering works which conforms with the most rigorous quality standards;
- Satisfy the Client's needs, give him the best attention and treat him with honesty;
- Respect the rights of the Client and the contractual commitments, seeking to satisfy and exceed his expectations;
- Maintain high levels of technical competence, providing quality services and acting with efficiency, diligence and neutrality;
- Provide all information in a relevant, true and accurate manner;
- Periodic evaluation of the degree of Client satisfaction.

## 5.2 Employees

CONDURIL's Code of Conduct (Ethics and Good Practices) guides all employees' professional performance regarding work, resources, and the business environment, respecting the principles of loyalty, integrity, accuracy, legality, good faith, transparency, professionalism and confidentiality, considering the mission and the different policies in force at CONDURIL.

CONDURIL promotes a sense of the nobility of its Values and Mission, encouraging employees to fulfil the tasks and duties assigned to them, performing their functions with zeal, efficiency and responsibility, as well as firmness and courtesy in interpersonal relationships.

Good interpersonal relations, both in the work environment and in the relationship with Clients, Inspectors and Civil Society as a whole, are fundamental.

Considering how CONDURIL is spread, operating across different geographies, the relationship between our employees must be guided by healthy action with everyone they interact, and no one is ever judged based on origin, social position or creed because in CONDURIL's culture, no type of xenophobia is accepted.

An inclusive, equitable and diverse work environment ensures that employees feel valued, respected and supported, guaranteeing equal opportunities for growth and career progression, based on merit, performance and their potential.

It is essential that each employee, anywhere in the world, internalizes this thought and makes it a permanent habit.

To demonstrate loyalty, employees must present facts and information with honesty, transparency, and accuracy, never hiding the truth, no matter how difficult the circumstances. CONDURIL employees must refrain from involvement in practices that involve or correspond to acts of corruption, provide no material or moral assistance to acts of bribery, whether intentionally or negligently, and report any corrupt practices, whether known or suspected.

Therefore, all CONDURIL employees must:

- Guide their performance in the company by motivating increased productivity, maintaining a healthy and trusting atmosphere, respecting the hierarchical structure, sharing knowledge and information and promoting team spirit;
- Pursuing professional development towards the continuous improvement of their knowledge and skills, seeking to obtain the best use and results of the professional training promoted by the company;
- Maintain an attitude of respect and cordiality toward their fellow colleagues, free of disrespectful acts and abuse of authority, regardless of their hierarchical position;
- Scrupulously comply with internal rules and procedures, including the commitment to confidentiality and information security.

### **5.3 Suppliers**

CONDURIL applies methodologies for the selection of suppliers based on objectivity, transparency and non-discrimination. Suppliers are selected based on clear, impartial and transparent selection criteria – ethical, technical and economic – avoiding, whenever possible, situations of exclusivity.

The procedures in force allow the management, evaluation, assessment and monitoring of supplier performance, promoting compliance with standards and good practices, particularly in terms of quality, environment, health and safety and information security and others resulting from legislation in force.

CONDURIL does not condone coercive commercial practices to gain advantage or any harassment (moral, sexual, political and religious), guiding its actions through honest and fair commercial competition.

### **5.4 Shareholders**

The transparency of information sustains CONDURIL's commitment to its shareholders and investors, and the Board of Directors makes available to them all the information legally required promptly.

CONDURIL's website provides several channels through which the company communicates and ensures transparency. The company's representative for market relations is also responsible for providing a specialised support service.

### **5.5 Local communities and end users**

CONDURIL hopes to contribute to the socio-economic development of construction sites, identifying needs that can be met within the scope of its social responsibility.

### **5.6 Financial institutions**

Financial institutions act as intermediaries between the various economic agents, allowing access to financial resources and information, having a substantial impact and influence on CONDURIL's activity.

CONDURIL guarantees full and scrupulous compliance with all commitments assumed, maintaining regular contact, providing updated information on the performance of its business and on relevant sector trends.

## 6. COMMITMENTS

CONDURIL understands that sustainable development is increasingly associated with the quality of life and well-being of populations, involving not only the economic, environmental and social components, but also spatial and territorial aspects, culture and politics.

CONDURIL aims to create a positive social and environmental impact by contributing to the UN 2030 Agenda and its Sustainable Development Goals (SDGs) through strategies that integrate the entire value chain. Aware of the impacts of its activity and its responsibility in promoting sustainable development, CONDURIL is committed to the goals and respective actions presented in the 2030 Sustainability Roadmap, which contribute positively to the SDG targets.

Promote a safety culture at Conduril	3 GOOD HEALTH AND WELL-BEING	4 QUALITY EDUCATION	5 IGUALDADE DE GÊNERO	8 TRABALHO DIGNO E CRESCIMENTO ECONÔMICO	10 REDUZIR AS DESIGUALDADES	12 RESPONSIBLE CONSUMPTION AND PRODUCTION	17 PARTNERSHIPS FOR THE GOALS
Improve the quality of life of local communities	1 ERADICAR A POBREZA	3 GOOD HEALTH AND WELL-BEING	4 QUALITY EDUCATION	11 SUSTAINABLE CITIES AND COMMUNITIES	12 RESPONSIBLE CONSUMPTION AND PRODUCTION	17 PARTNERSHIPS FOR THE GOALS	
Minimise Conduril's negative impact on local communities	3 GOOD HEALTH AND WELL-BEING	11 SUSTAINABLE CITIES AND COMMUNITIES	12 RESPONSIBLE CONSUMPTION AND PRODUCTION				
Reduce the operational GHG emissions of the Conduril Group	6 CLEAN WATER AND SANITATION	7 AFFORDABLE AND CLEAN ENERGY	12 RESPONSIBLE CONSUMPTION AND PRODUCTION	13 CLIMATE ACTION			
Recover and reduce the amount of generated waste	6 CLEAN WATER AND SANITATION	7 AFFORDABLE AND CLEAN ENERGY	12 RESPONSIBLE CONSUMPTION AND PRODUCTION	13 CLIMATE ACTION			
Elevate the quality standards	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE	12 RESPONSIBLE CONSUMPTION AND PRODUCTION	13 CLIMATE ACTION	16 PEACE, JUSTICE AND STRONG INSTITUTIONS			
Ensure transparent relations with suppliers, by embracing ESG commitments	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE	12 RESPONSIBLE CONSUMPTION AND PRODUCTION	13 CLIMATE ACTION	16 PEACE, JUSTICE AND STRONG INSTITUTIONS			
Consolidate a relation of proximity and trust with our suppliers	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE	12 RESPONSIBLE CONSUMPTION AND PRODUCTION	13 CLIMATE ACTION	16 PEACE, JUSTICE AND STRONG INSTITUTIONS			



## 6.1 Environment

CONDURIL combines its business objectives with environmental protection, promoting the development and use of environmentally sustainable processes, methods, practices, materials and products.

CONDURIL's environmental policy defines the following general principles of action:

- Commitment to fulfilling compliance obligations;
- Commitment to pollution prevention, preservation of natural resources, biodiversity and ecosystems;
- Sustainable use of resources: reduce, reuse and recycle waste rather than eliminate it;
- Commitment to continuous improvement of environmental performance.

## 6.2 Social

For a company like CONDURIL, which operates in the international market, its ability to adapt to the society in which it operates is vital, seeking to integrate as best as possible into the existing social environment, respecting local customs and collaborating with intelligence, as far as possible, within the scope of its social responsibility.

CONDURIL's social responsibility has the following main vectors:

- Respect for Human Rights as outlined in the Universal Declaration of Human Rights and legislation in force, not tolerating discrimination due to race, ethnicity, social class, nationality, religion, gender, sexual orientation, political party affiliation, age, family responsibility, marital status, union membership, physical disability, nor behaviour involving sexual harassment or abuse, child labor or work under threat of punishment or retaliation;
- Application of general safety principles in all its activities through measures to eliminate danger, assess and control risks, prevent injuries and health problems of employees and enhance their motivation, personal and professional fulfilment and team spirit;
- Respect for the right to freely associate with unions or workers' associations;
- Provide employees with an income in accordance with their functions that allows them to meet their needs and those of their families, promoting decent work;
- Sustainability of the best working conditions and remuneration for our employees, whether active or in retirement, in particular through the retirement supplement from our pension fund, created in 1989, and fully supported by CONDURIL;
- Promotion of education/training as a structural element of social and economic evolution, through the Human Resources Department in Portugal and the CONDURIL Academy in Angola and Mozambique;
- Awarding of scholarships for higher education through CONDURIL Academy in Angola and Mozambique;
- Awarding of scholarships, "Bolsas CONDURIL – Engenheiro Amorim Martins", aimed at supporting educational expenses of engineering students at FEUP - Faculty of Engineering of the University of Porto;
- Contribute to the socio-economic development of communities in construction sites.



### 6.3 Government Model

The Board of Directors of CONDURIL, in accordance with its statutes and legislation in force, is responsible for approving the organization's strategy and general policies, in particular the Corporate Social Responsibility Policy.

The Board of Directors is responsible for pursuing strategic objectives, driving and supervise CONDURIL's internal policy, standards, procedures and practices regarding Corporate Social Responsibility, as well as monitor the degree of compliance with the policy, standards, recommendations and good practices in this area.

CONDURIL is committed to implementing the best Governance practices, integrating the fundamental principles of corporate social responsibility, at an ethical, social, environmental and economic level, throughout its value chain and in its areas of activity.

The Board of Directors ensures that actions are in line with CONDURIL's strategic objectives, monitoring and verifying its progress, guaranteeing the veracity of the information disclosed, ensuring compliance with internal rules and guidelines and in accordance with the statutes and legislation in force, in particular the Corporate Social Responsibility Policy.

CONDURIL has a mechanism for promoting and supervising the ethical behaviour of all professionals involved in the organization and compliance with all applicable regulations, as well as identifying, managing and mitigating the risks of non-compliance with established standards.

CONDURIL provides a reporting channel for receiving and processing reports regarding irregularities or non-compliance with internal and/or external procedures and standards in matters concerning CONDURIL, its employees or its activities.

This Corporate Social Responsibility Policy was approved at a meeting of the Board of Directors of December 12<sup>th</sup> 2024.