

MANAGEMENT SYSTEM POLICY

The policies adopted by METALOGALVA - Irmãos Silvas S.A., Galvaza, Lda., Silvafer Lda. and MSS Steel Tubes reflect the Group's commitments to its stakeholders, in addition to focusing on strategic, sustainable development. The Group ultimately aspires to achieving a leading position in all sectors and markets where it operates, by standing out from its competitors and developing solutions able to create value for customers and shareholders.

Main principles:

- Focusing on customer satisfaction and loyalty, through the development and supply of innovative and competitive products and services, able to meet customer requirements, as well as legal and regulatory requirements.
- Anticipation and diversification, by closely monitoring market conditions, with a view to systematically adjusting the offer to market demand, observing the principle of "innovation at the service of customers".
- Ensuring compliance with System requirements, namely those defined in the ISO 9001, ISO 14001, ISO 45001, NP 4457 and NHSS6 standards;
- Ensuring that the technical, organisational, financial and sales departments are managed efficiently, namely by investing in process innovation and acquisition of knowledge, which will ultimately drive Innovation.
- Encouraging personal development by raising awareness levels and focusing on employee training and the acquisition of skills;
- Promoting employee involvement in company goals and growth strategies, through effective communication and by organising team-building exercises, consultation and participation, encouraging creativity and increasing employee motivation.
- Focusing on the continuous improvement of health and safety conditions at work, by identifying hazards and controlling risks, in order to prevent accidents.
- Implementation of suitable operating procedures and prevention measures, and provision of all required protective means and equipment, with a view to minimising risks that cannot be completely eliminated;
- Provide safe and healthy working conditions to prevent injuries and work-related health problems, as well as promote consultation and participation of workers in improving the system;
- Focusing on the continuous improvement of the Management System and the corresponding processes, by optimising resource allocation and available technologies, and by adopting the best planning practices;
- Focusing on the continuous identification and minimisation of costs incurred as a result of poor quality, excessive manufacturing times and long delivery deadlines;
- Seeking to stand out and gain a competitive advantage on the markets, by designing and developing projects that will allow significant increases in productivity.
- Focusing on continuously improving the Group's environmental performance, by identifying and controlling environmental aspects related to the Group's activities and products, with a view to eliminating or minimising environmental impact and preventing pollution.
- Managing environmental aspects likely to have a negative impact on the Group's strategy and competitiveness, namely energy, water and natural resource consumption, as well as waste generation, with a view to minimising these factors whenever possible.

The Group's policy is reviewed whenever it is deemed not to reflect Integrated Management System standards and guidelines. Goals and targets are defined for all companies on a yearly basis, in accordance with the principles and policy described above.

Aproved by CEO

Aproved by CEO da VigentGroup SGPS, S.A.

António Pedro

Sérgio Silva

