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adalberto policy



ADALBERTO conducts its activity with determination and focus on operational excellence, continuous improvement, respect for the environment, health and safety, social responsibility, and the well-being of its people. It assumes real commitments that guide decisions, shape behaviours and translate into measurable goals aligned with the Company's overall strategy.

Focus on the customer and stakeholders

Ensure the full satisfaction of customers and all stakeholders, complying with all legal and contractual requirements. The relationship is close, transparent and based on trust, ensuring that every solution delivered adds value.

Skills Development

Value people by fostering continuous training, collaboration and a sense of individual and collective responsibility. A competent, informed and motivated team is essential to the achievement of the strategy.

Innovation and Value Creation

Create differentiating products and processes that enhance the Company's competitiveness and strengthen its image in the market.

Continuous Improvement and Culture of Excellence

Regularly review management systems, measure results and act on improvement opportunities. The Company's evolution is deliberate and consistent, sustained by a daily culture of high standards, rigour and accountability.

Environmental Protection and Responsible Use of Resources

Manage natural resources efficiently, reduce consumption and minimise environmental impact. The Company is committed to practices that prevent pollution, promote sustainability, and encourage suppliers and employees to do the same.

Occupational Health, Safety and Well-being (OH&S)

Create and maintain safe, healthy and dignified working environments. The prevention of accidents and occupational diseases is a priority, as is the promotion of a culture of safety, respect, and physical and psychological well-being.



Social Responsibility and Ethical Conduct

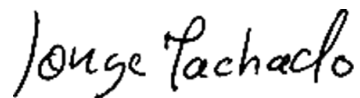
Act with integrity, ensuring fair working conditions, equal opportunities and respect for human rights. The Company promotes responsible, inclusive and sustainable relationships, assuming its role as a social agent.

Commitment

This Integrated Management Policy constitutes a formal commitment that guides the organisation's daily actions and ensures that every decision contributes to a more efficient, safe, responsible and sustainable future.

Approval

Approved by the Board of Directors on 21 January 2026



Jorge Adalberto Machado

Chairman of the Board of Directors

