

INTEGRATED MANAGEMENT POLICY

EQS CONSULTING considers that everyone has responsibility and has an active role in the continuous improvement in the performance of the Integrated management system, which allows its growth in terms of satisfaction and credibility with its customers and other interested parties.

In order to achieve its goals, EQS CONSULTING assumes and is committed with:

- To be recognized by partners and the market in which it operates as an innovative, agile and flexible company;
- To achieve a representative share of the national and international market and guarantee the profitability of the business;
- To qualify, train and involve all employees and subcontractors, increasing their commitment to the quality and safety of activities, health, environmental awareness and social well-being;
- Achieving a level of excellence in the service provided, exceeding our clients' expectations in order to guarantee their full satisfaction and the creation of sustainable value;
- Ensure that the work's performance of employees and subcontractors are in accordance with the organization's policies and methodologies;
- Stimulate relationships of trust, partnership and proximity with its suppliers in such a way that the relationship is desired and always seeks a continuous improvement in the provision of services;
- Promote objective, sustainable Business Continuity Management, guaranteeing the recovery of its work environment/service provision, regardless of events that may interrupt its activities and have consequences for the company;
- Comply with legal and other sector requirements, namely with regard to Quality, Environment, Safety and Health at Work;
- Establish and review quality, environmental and safety objectives and goals;
- Eliminating hazards and minimizing the significant risks of the activity as a way of preventing work-related injuries and health problems and providing safe and healthy workplaces;

- Make workers aware that they should not start work until they have carried out their LMRA (last minute risk assessment) and make all workers and subcontractors aware of the Life Saving Rules, so that they understand their value;
- Allow all workers to stop work without negative consequences if they have doubts about the safety of their activities;
- Understand the needs and expectations of workers through processes of consultation and participation of all employees;
- Reduce pollution by identifying and controlling the aspects and impacts caused to the environment through environmental management programs;
- Not allow child labour, forced labour, discrimination, harassment or illegal punishments in its area of operation;
- Provide a safe and transparent environment, promoting human rights and citizenship;
- Ensure that risks and opportunities are identified as a preventive tool and with a view to creating value;
- Ensuring the integrity of its services through compliance with its Code of Ethics;
- Make a commitment to comply with the requirements of the implemented benchmarks and continuously improve the effectiveness of the management system.

This policy will be available to all interested parties and will be reviewed periodically to ensure its suitability.

Maia, June 13th, 2024

The Management,