

We have been a family business for over 40 years. We have a deep understanding of the market and with it we are preparing for a better future. We believe that this is only possible if we pursue our long-term goals with exemplary ethical behaviour, promoting sustainability and based on social responsibility by committing to its fundamental principles. We promote an ethical, safe, fair, and inclusive working environment.

We favour long-lasting, dialogue-based and transparent relationships with all our stakeholders. We value collaboration with people and organisations that can add value to achieving our mission in the market, and we are willing to collaborate in implementing the strategies of our business partners.

We carry out our activity based on the following commitments:

- Consolidation of an effective and constantly improved Integrated Management System;
- Orientation towards customers and other relevant stakeholders, with a view to satisfying their needs and expectations;
- It is committed to quality and innovation, transmitting confidence to customers and consumers in order to win their favour;
- Compliance with the standard, regulation, legal and contractual requirements applicable to our business and our products;
- Continuous improvement of the effectiveness of our Integrated Management System, our products, our energy efficiency, the way we operate in the market and the performance of the materials and work equipment we purchase;
- It is committed to a model of sustainable development, harmonising its economic, social and environmental dimensions by raising awareness among employees, partners and other stakeholders;
- Create and support a culture of zero-accident behaviour;
- Promoting eco-efficient management, minimising the environmental impacts of its activity, with balanced associated costs;
- Encourage the sustainable use of natural resources and energy, involving business partners in the search for efficient solutions;
- Raising awareness to be socially responsible in the efficient and sustainable use of water and to be an example in the conservation, management and maintenance of water resources;
- Reducing product packaging to what is essential, favouring packaging made from unique and sustainable materials;
- Improved Product Design and Development leading to better energy, water and waste performance;
- Minimising pollution, waste, atmospheric emissions, water consumption and carbon footprint;
- Ensuring the assessment and review of the organisational context in which we operate, and the consultation and participation of employees in matters of occupational health and safety, and where applicable;
- Ensure that our policies, commitments and programmes are regularly reviewed and updated to ensure their suitability and that internal and external information and issues concerning health and safety are communicated and addressed;
- Ensuring that risks and opportunities are identified and evaluated with the aim of eliminating or controlling them in order to prevent accidents, injuries and health problems for our employees;
- Ensuring the identification of risks and opportunities and their associated mitigation measures for Environmental Protection;
- Providing a management structure to define and review measurable objectives and targets that support our vision and mission and enable us to realise our commitments;

- Promoting the professional and personal development of its employees by investing in their skills and in a decent, safe and challenging working environment that encourages creativity and promotes behaviour in line with Movelar's values;
- A culture of respect, equal opportunities and fair treatment of all stakeholders, with no form of discrimination based on gender, race, religion, political ideology, abusive disciplinary practices, harassment, abuse or any other grounds that reduce human rights being tolerated;
- Do not allow forced labour, child labour or any other form of human rights violation;
- Guarantee of freedom of association and the right to collective bargaining;
- Compliance with legislation regarding working hours and rest periods;
- Ensuring fair remuneration, in accordance with legal and contractual requirements;
- Combating all forms of bribery and corruption;
- Promotion of dialogue, transparency, and continuous consultation with workers and other stakeholders.

Movelar's management advocates the commitments made in its Corporate Policy, publicising them and promoting their acceptance by all its employees and suppliers.

**movelar**  
Mário F. Rino, Lda.  
A Gerência



Mário Rino  
(Managing Director)



Filipe Rino  
(Managing Director)