

GLN GROUP INTEGRATED MANAGEMENT SYSTEM POLICY

Legal and Regulatory Compliance

Comply with all legal and regulatory requirements (ISO 9001, ISO 14001, IATF 16949), statutory, regulations, and client specific requirements, or others that GLN Group decides to subscribe to.



GLN Group prioritizes people's health and safety, the quality of our products and processes, respect for the environment, and the planet's sustainability.

Our mission is to create sustainable value for present and future generations.

At GLN Group, we are aware of our corporate and social responsibility, and as such, we commit ourselves to acting in an integrated and fair manner toward all stakeholders and repudiating all forms of discrimination or abuse. This policy is an integral part of the Group's strategy, which is based on teamwork through employee involvement in defining and fulfilling the objectives of the management system. The executive committee is committed to having an impact at all levels of the organization.

It is our commitment to:



Communication and Organizational Environment

Foster an organizational environment that provides open and transparent communication, promoting the sharing of experiences, the involvement of all, and the equality of opportunities.

Continuous Improvement and Quality Culture

Promote a culture of "zero defect" combined with the continuous improvement of our management system, using the best available techniques for product and process improvement, within the scope of the life cycle.



Satisfaction and Management of Stakeholders

Satisfy our customers, shareholders, employees, and other stakeholders, anticipating and continually exceeding their expectations through high-quality, safe, and sustainable products and services.

Safety

Consolidate a safety culture in the GLN Group aiming at "zero incidents", eliminating hazards, and mitigating occupational risks and professional diseases.

Encourage consultation and participation of all employees in the area of safety.

Continuously ensure a safe environment with adequate equipment, ergonomics, and noise minimization by using collective and individual protection equipment.

Comply with legal health and safety requirements.

Inform and train on fire prevention, emergency response, and protection against occupational diseases.



Innovation and Appreciation of Human Capital

Consolidate a spirit of innovation and idea generation, which ensures employee involvement, implementation of initiatives, personal development, and knowledge management to value human capital.

Information Security and Cybersecurity

Promote a culture of information and cyber security management, demonstrating GLN Group's commitment to protecting corporate information and other information assets.



Environmental Protection and Biodiversity Conservation

Minimize the impact of our operations on the ecosystem, monitoring and reducing greenhouse gas (GHG) emissions, avoiding deforestation, and protecting the air quality, soil, and animal welfare by applicable standards and international regulations on biodiversity.

Chemical and Waste Management

Promote responsible management of chemical substances and waste management, with a commitment to recycling and reuse where applicable, acting with the aim of pollution prevention.



Sustainability and Resources Efficiency

Promote the sustainable use of resources, encouraging efficient consumption of raw materials, water, and energy, and using renewable sources whenever possible, to improve environmental performance.



Rui Santos

Board Of Directors

28/10/2024