

Quality, Environment and Safety Policy of *Hunter Douglas Portugal, SA*

The management of Hunter Douglas Portugal, SA, acknowledging the importance of quality of their products and services, the Environment for current and future generations and the Safety of people and goods, is committed to:

- ✓ Integrate matters of Quality, Environment, Health and Safety of employees in their activities, routines and practices, through differentiated Management Systems, which allow adding value to the company's business.
- ✓ Provide quality products and services, produced on their facilities in Figueira da Foz, manufactured according to its own specifications and in balance with nature, in order to ensure **customers satisfaction**.
- ✓ Promote shareholders satisfaction through the return of invested capital.
- ✓ Promote employee satisfaction by empowering and involving in the HD Team, providing training to ensure the adequate skills for the required competence and work quality.
- ✓ Promote the working conditions improvement, with commitment to prevent injuries and health problems, through the elimination or minimization of incidents and control of the workplace environment.
- ✓ Select the best suppliers and develop partnership relations.
- ✓ Maintain ethical and responsible behavior with customers, competitors, employees, suppliers, subcontractors, government agencies, community and the environment.
- ✓ Prevent pollution and promote the improvement of environmental performance, focused on protecting the environment;
- ✓ Control the consumption of energy and natural resources and reduce waste production;
- ✓ Continuously improve management systems, quality and environmental performance;
- ✓ Comply with all legal and other requirements that the organization and the group subscribes to in terms of product, environment, health and safety, as well as all applicable regulatory requirements (NP EN ISO 9001 and NP EN ISO 14001).
- ✓ Promote mechanisms for communicating our policy and practices to our employees, customers, suppliers and subcontractors.

The management subscribes this Policy and is committed to make all resources available for the implementation and to periodically review the Quality and Environment Management Systems aiming the permanent adaptation and continuous improvement.