

Quality and Environmental Policy

The strategy of FERMIR – Confecções Fernandes & Miranda, Lda. aims to improve and reinforce the organization's image in the market in which it operates. The internal thoroughness of the tasks carried out, as well as the growing environmental concerns, should be highlighted.

The full satisfaction of our customers' needs is the reason for our existence and our constant dedication, thus becoming FERMIR's primary objective.

The guarantee of trust on the part of our customers implies the need for internal improvement of the organization and a greater concern for the environment, leading to the need to implement a Quality and Environmental Management System in accordance with NP EN ISO 9001:2015 and NP EN ISO 14001:2015 standards.

The implemented Quality and Environmental Management System is based on the following principles:

- Customer loyalty, by satisfying their needs and taking into account the opinion of the interested parties;
- Establishing a continuous and effective improvement of the Quality Management System;
- Rigorous management of production and subcontracting, in order to be able to reduce product non-conformities;
- Providing the company with technical and human resources that allow for a continuous improvement of products and services;
- Enforcing legal requirements and other requirements that the organization considers to be applicable to its activity and products;
- Continuous prevention of the environmental impacts generated by the activity, leading to a reduction of the impacts associated with the production of waste, wastewater and energy consumption;
- Supporting the involvement and participation of all employees in the development of the company and in the satisfaction of customer expectations;
- Reinforcing the company's strategic positioning in the business area where it operates.

The Management is therefore committed to upholding the above-mentioned principles so that the continuous improvement of the Quality and Environmental Management System is effective. To this end, the involvement and accountability of all employees is fundamental for the outlined strategy.

(Approved by the Management on October 18, 2021)

Safety Policy

At FERMIR – Confecções Fernandes & Miranda, Lda. we believe that sustainable success can only be achieved with the help of all our employees. No other company asset is as important as our human resources, which, with their effort, contribute to our culture and results.

For FERMIR – Confecções Fernandes & Miranda, Lda., the well-being and protection of all our employees is a priority, as well as our service providers and any other people involved in the life of the company throughout the chain of value.

In order to promote a safety culture that effectively prevents accidents, FERMIR – Confecções Fernandes & Miranda, Lda., through this Policy, commits itself to:

- Anticipate and prevent health and safety risks at work, in accordance with the general prevention principles;
- Provide healthy and safe working conditions to prevent work-related injuries and health conditions that are appropriate to the purpose, size and context of the organization and the specific nature of its risks and opportunities in terms of Occupational Safety and Health (OSH);
- Constantly improve our performance, designing and adapting work processes, practices and systems in the sense of better ergonomics and greater safety;
- Instill the involvement and participation of all employees in terms of health and safety at work.

The responsibility for complying with this Policy is attributed to all employees of FERMIR – Confecções Fernandes & Miranda, Lda., with the support of the Management and the commitment of all.

(Approved by the Management on October 18, 2021)