

COMPANY ETHICS POLICY

Lisnave's image and identity besides stemming from its economic and financial performance is also founded on the principles, values and conduct adopted by all of its Employees within the scope of the Company's business.

Lisnave's activity and that of its Employees are governed by ethical criteria, and they never neglect the impact that their decisions, forms of action and conduct have on the Company's Shareholders, Customers, Suppliers, Partners, Competitors, Workers, other companies and social organisations, regulatory entities and the public in general.

The Company is of the conviction that this is a prime factor, decisive to the stability of relations with all these entities, to their confidence, to mutual advantage and to the very sustainability of the organisation. Lisnave's success depends on building up productive relations with its Customers and Suppliers, based on **integrity, ethical conduct and mutual confidence**.

Lisnave recognises that its Customers have individual needs and expectations that provide unique opportunities to achieve **mutual success**. The Company therefore bases its relations with its Customers and Partners on fundamental concepts such as **honesty, justice, mutual regard, absence of discrimination as well as the right to protection of personal data**. It encourages ongoing support for its Customers, leading to cordial and lasting relations.

Negotiations with our Customers are undertaken with honesty and ethics, with strict observance of the law and applicable regulations, focusing at all times on the principle of good faith and on full and timely fulfilment of our commitments.

Lisnave and all its Employees believe in the practice of competing fairly because we all benefit from an open, fair and free market. We compete on the basis of the quality of our services and not on restricting competition. We comply strictly with competition law, particularly antitrust legislation that determines fair competition between competitors. At Lisnave, we comply with all laws designed to fight corruption; including any applicable policies of our customers in this respect.

All Employees take such steps as may be required to ensure as strictly and rigorously as possible the **confidentiality of relations with our Customers and of the information that the latter may have provided to them regarding their organisation, production methods or business**. This stance is also adopted by our Employees with regard to non-disclosure of confidential information about Lisnave, concerning its organisation and/or business.

Lisnave Employees refrain from any practice that could put at risk the integrity of their conduct, particularly with regard to gifts from or to third parties, including Customers and Suppliers. Employees are encouraged to report in confidence any concerns to the Legal or Human Resources department.

The principles of ethics established herein form part of our culture and we all, as members of the company, feel identified with these principles and responsibilities through their observance

Setúbal, 23rd April 2021

Managing Director



Nuno Antunes dos Santos