

CODE OF CONDUCT

The LIZMONTAGENS, Company of Thermo-Industrial Assemblies, S.A, since the beginning of its constitution in 1978, is developing and enriching the context of its statutory purposes and, simultaneously, creating and expanding in Portugal and abroad an image of a competent technical and commercial entity, reliable to accomplish the requirements of its Customers and well-being of our employees.

The maintenance of an acting **CODE OF CONDUCT**, that considers as a way of excellence the establishment of a company's solid culture is essential, and that presents as the primordial vector, the respect for the person, assuring an harmonious safe and clean working environment, the well-being of any person, not creating this way conditions that might injures the physical and psychic integrity of the workers, at every level of the organization, including our customers, visitors or any external collaborator, being our day-by-day **main values**:

- Honesty and integrity
- Mutual respect
- Quality and Safety at the Workplace
- Trust
- Teamwork
- Business Integrity
- The respect of the "*Universal Declaration of Human Rights (UDHR) for all people and all nations*".

Maintaining integrity and fairness in the Workplace

LIZMONTAGENS reputation depends heavily on the actions and integrity of its employees. It is imperative that you avoid any relationships or activity that might impair, or even appear to impair, your ability to make objective and fair decisions when performing your job.

You must never use LIZMONTAGENS property or information for personal gain or take personal advantage of any opportunity that arises in the course of your work for LIZMONTAGENS.

Employment out of LIZMONTAGENS

You may not, with or without compensation be self-employed or employed by, consult with, own, perform services for or aid a company or organization (including a charitable organization) that is a vendor, supplier, contractor, subcontractor or competitor of LIZMONTAGENS, or that provides services that are provided by LIZMONTAGENS, or LIZMONTAGENS is seeking to provide.

Workplace Violence

LIZMONTAGENS has adopted a policy of zero tolerance with respect to violence in the workplace. Workplace violence includes the threat or actual infliction of physical violence as well as the threat or actual occurrence of psychological harm. The possession of firearms and other dangerous weapons is strictly prohibited. Any behaviour which threatens the life or well-being of others will not be tolerated.

Any individual who believes he/she has been subjected to or has observed or has knowledge of actual or potential workplace violence should immediately notify the Administration of LIZMONTAGENS. Reports of such acts or threats will be promptly investigated. Strong disciplinary action, up to and including termination of employment, will be taken against employees who commit workplace violence.

Sexual Harassment

It is LIZMONTAGENS policy to prohibit harassment of any employee by a supervisor, employee, customer or visitor including harassment on the basis of sex, sexual orientation, gender or gender identity.

The purpose of this policy is to ensure that all LIZMONTAGENS employees are free from harassment on the basis of sex, sexual orientation, gender or gender identity. Sexual harassment is unlawful.

Definition:

Sexual harassment means sexual advances, requests for sexual favors, and verbal or physical conduct of a sexual nature when submission to or rejection of such advances, requests or conduct is made either explicitly or implicitly a term or condition of employment or a basis for employment decision, or such advances, requests or conduct have the purpose or effect of unreasonably interfering with an individual's work performance by creating an intimidating, hostile, humiliating or sexually offensive work environment.

Procedure:

Anyone who feels he or she has been subjected to conduct that violates this policy has the responsibility to immediately report the matter to the LIZMONTAGENS Administration.

Every report of perceived harassment will be fully investigated, and corrective action will be taken where appropriate, up to and including discharge for any employee(s) who violate(s) this policy.

To the extent possible, the confidentiality of the reports will be maintained.

LIZMONTAGENS will not allow any form of retaliation against individuals who report unwelcome conduct to LIZMONTAGENS Administration or who cooperate in the investigation of such reports in accordance with this policy. Retaliation is unlawful.

Any form of harassment, including retaliation in violation of this policy will result in disciplinary action, including possible termination of employment.

Gifts

No LIZMONTAGENS employee shall solicit or accept, directly or indirectly, any thing of economic value as a gift or gratuity from any person who has or is seeking a contractual, business or financial relationship with the LIZMONTAGENS Company.

Discrimination

Discrimination on the basis of race, color, creed, religion, sex, marital status, sexual orientation, public assistance status, disability, age, national origin, or veteran status are forbidden by the LIZMONTAGENS Company.

Promote Health and Safety in the Workplace

Lizmontagens employees have a shared responsibility to ensure a safe, secure, and healthy environment for all, including management and customer members and visitors.

Lizmontagens employees are expected to:

- follow safe workplace practices, including participating in applicable training sessions, using appropriate personal safety equipment, and reporting accidents, injuries, and unsafe situations;
- maintain safety and security, including securing LIZMONTAGENS assets and facilities;
- strictly follow LIZMONTAGENS Health and Safety POLICY;
- report suspicious activities; and

protect the environment, including carefully handling hazardous waste and other potentially harmful agents, materials, or conditions.

Business integrity

All employees in LIZMONTAGENS SA must:

- Behave honestly, be trustworthy and set a good example.
- Make sure that their behaviour complies with the policies and rules of LIZMONTAGENS SA.
- Use the resources of our company in the best interest of the company, and do not misuse these resources.
- Not pay or accept bribes.
- Make a clear distinction between the interests of our company and their private interests and avoid possible conflicts of interest; They must not accept gifts, invitations or other advantages which could contradict this principle.
- Report incidents, risks and issues which deviates from our policies.

As owners of LIZMONTAGENS SA we:

- Commit ourselves to this policy, and to an on-going effort to maintain our integrity.
- Make sure that LIZMONTAGENS SA complies with national regulation and commit LIZMONTAGENS to an open and transparent management approach.
- Expect our partners and other business associates to respect this policy
- Be continuously conscious about and aim to maintain our integrity.

The Universal Declaration of Human Rights (UDHR)

In the UDHR, the United Nations stated in clear and simple terms rights that belong equally to every person. These rights belong to you. Familiarize yourself with them. Help to promote and defend them.

The Lizmontagens company and all involved employees are engaged to respect and follow the UDHR, being our **HUMAN RIGHTS POLICY**:

- 1. All human beings are born free and equal in dignity and rights. They are endowed with reason and conscience and should act towards one another in a spirit of brotherhood.*
- 2. Everyone is entitled to all the rights and freedoms set forth in this Declaration, without distinction of any kind, such as race, colour, sex, language, religion, political or other opinion, national or social origin, property, birth or other status. Furthermore, no distinction shall be made on the basis of the political, jurisdictional or international status of the country or territory to which a person belongs, whether it be independent, trust, non-self-governing or under any other limitation of sovereignty.*
- 3. Everyone has the right to life, liberty and security of person.*
- 4. No one shall be held in slavery or servitude; slavery and the slave trade shall be prohibited in all their forms.*
- 5. No one shall be subjected to torture or to cruel, inhuman or degrading treatment or punishment.*
- 6. Everyone has the right to recognition everywhere as a person before the law.*
- 7. All are equal before the law and are entitled without any discrimination to equal protection of the law. All are entitled to equal protection against any discrimination in violation of the Declaration and against any incitement to such discrimination.*
- 8. Everyone has the right to an effective remedy by the competent national tribunals for acts violating the fundamental rights granted him by the constitution or by law.*
- 9. No one shall be subjected to arbitrary arrest, detention or exile.*
- 10. Everyone is entitled in full equality to a fair and public hearing by an independent and impartial tribunal, in the determination of his rights and obligations and of any criminal charge against him.*
- 11.*
 - 1. Everyone charged with a penal offense has the right to be presumed innocent until proved guilty according to law in a public trial at which he has had all the guarantees necessary for his defense.*
 - 2. No one shall be held guilty of any penal offense on account of any act or omission which did not constitute a penal offense, under national or international law, at the time it was committed. Nor shall a heavier penalty be imposed than the one that was applicable at the time the penal offense was committed.*
- 12. No one shall be subjected to arbitrary interference with his privacy, family, home or correspondence, nor to attacks upon his honor and reputation. Everyone has the right to the protection of the law against such interference or attacks.*

13.

1. *Everyone has the right to freedom of movement and residence within the borders of each state.*
2. *Everyone has the right to leave any country, including his own, and to return to his country.*

14.

1. *Everyone has the right to seek and to enjoy in other countries asylum from persecution.*
2. *This right may not be invoked in the case of prosecutions genuinely arising from non-political crimes or from acts contrary to the purposes and principles of the United Nations.*

15.

1. *Everyone has the right to a nationality.*
2. *No one shall be arbitrarily deprived of his nationality nor denied the right to change his nationality.*

16.

1. *Men and women of full age, without any limitation due to race, nationality or religion, have the right to marry and to found a family. They are entitled to equal rights as to marriage, during marriage and at its dissolution.*
2. *Marriage shall be entered into only with the free and full consent of the intending spouses.*
3. *The family is the natural and fundamental group unit of society and is entitled to protection by society and the State.*

17.

1. *Everyone has the right to own property alone as well as in association with others.*
2. *No one shall be arbitrarily deprived of his property.*

18. *Everyone has the right to freedom of thought, conscience and religion; this right includes freedom to change his religion or belief, and freedom, either alone or in community with others and in public or private, to manifest his religion or belief in teaching, practice, worship and observance.*

19. *Everyone has the right to freedom of opinion and expression: this right includes freedom to hold opinions without interference and to seek, receive and impart information and ideas through any media and regardless of frontiers.*

20.

1. *Everyone has the right to freedom of peaceful assembly and association.*
2. *No one may be compelled to belong to an association.*

21.

1. *Everyone has the right to take part in the government of his country, directly or through freely chosen representatives.*
2. *Everyone has the right of equal access to public service in his country.*
3. *The will of the people shall be the basis of the authority of government; this will shall be expressed in periodic and genuine elections which shall be by universal and equal suffrage and shall be held by secret vote or by equivalent free voting procedures.*

22. *Everyone, as a member of society, has the right to social security and is entitled to realization, through national effort and international co-operation and in accordance with the organization and resources of each State, of the economic, social and cultural rights indispensable for his dignity and the free development of his personality.*

23.

1. *Everyone has the right to work, to free choice of employment, to just and favorable conditions of work and to protection against unemployment.*
2. *Everyone, without any discrimination, has the right to equal pay for equal work.*
3. *Everyone who works has the right to just and favorable remuneration ensuring for himself and his family an existence worthy of human dignity, and supplemented, if necessary, by other means of social protection.*

4. *Everyone has the right to form and to join trade unions for the protection of his interests.*

24. *Everyone has the right to rest and leisure, including reasonable limitation of working hours and periodic holidays with pay.*

25.

1. *Everyone has the right to a standard of living adequate for the health and well-being of himself and of his family, including food, clothing, housing and medical care and necessary social services, and the right to security in the event of unemployment, sickness, disability, widowhood, old age or other lack of livelihood in circumstances beyond his control.*
2. *Motherhood and childhood are entitled to special care and assistance. All children, whether born in or out of wedlock, shall enjoy the same social protection.*

26.

1. *Everyone has the right to education. Education shall be free, at least in the elementary and fundamental stages. Elementary education shall be compulsory. Technical and professional education shall be made generally available and higher education shall be equally accessible to all on the basis of merit.*
2. *Education shall be directed to the full development of the human personality and to the strengthening of respect for human rights and fundamental freedoms. It shall promote understanding, tolerance and friendship among all nations, racial or religious groups, and shall further the activities of the United Nations for the maintenance of peace.*
3. *Parents have a prior right to choose the kind of education that shall be given to their children.*

27.

1. *Everyone has the right freely to participate in the cultural life of the community, to enjoy the arts and to share in scientific advancement and its benefits.*
2. *Everyone has the right to the protection of the moral and material interests resulting from any scientific, literary or artistic production of which he is the author.*

28. *Everyone is entitled to a social and international order in which the rights and freedoms set forth in this Declaration can be fully realized.*

29.

1. *Everyone has duties to the community in which alone the free and full development of his personality is possible.*
2. *In the exercise of his rights and freedoms, everyone shall be subject only to such limitations as are determined by law solely for the purpose of securing due recognition and respect for the rights and freedoms of others and of meeting the just requirements of morality, public order and the general welfare in a democratic society.*
3. *These rights and freedoms may in no case be exercised contrary to the purposes and principles of the United Nations.*