

Quality, Environment, Health & Safety and Social Responsibility Policy

Alulpha's Quality, Environment, Health and Safety and Social Responsibility Policy intends to make the framework for the Sustainable Development of its activities. Compliance with legal and normative requirements as well as with any other requirements agreed with any interested part is mandatory. It is Alulpha commitment to continuously improve its performance, according to these requirements, assuring that it meets the needs and expectations of all interested parties.

Alulpha will establish its objectives and corporate business plan, based on the review of the requirement for products and services, process indicators, audit results and effectiveness of the improvements actions introduced, evaluated through the annual review of the system. These objectives and corporate business plan will ensure continuous improvement in the effectiveness of the integrated management system.

It is Alulpha's understanding that its Vision, Mission and Values, which are known and shared by all its employees, constitute the benchmark for positioning and acting with their customers, shareholders, surrounding communities and other interested parties.

Quality of Products and Services

Do it right the first time and according to the expected cost.

Guarantee, in a reliable and systematic way, the Quality of its products and services to meet the needs and expectations of customers and all interested parties, through the improvement of productive processes, to ensure products at competitive prices according to our market, and the technical capacity and commitment of its employees.

Environmental Responsibility and Protection

Guarantee, in a reliable and systematic way, the implementation of good environmental practices, which prevent and control the environmental impacts of the activity, pollution and responsible use of resources.

The sustainability of productive processes and the use of sustainable raw materials are pillars of Alulpha's commitment.

Alulpha's Health & Safety Policy

Health, Well-Being and Safety are considered by Alulpha as fundamental values that must be part of all its activities.

Alulpha is committed to continuously improve work conditions to guarantee the elimination of all accident causes. Training and access to protective equipment for all are considered an essential investment to Alulpha activity, to ensure a safe performance from its employees. Each person is responsible for adopting a safe behaviour and apply it in all activities, **making Safety a way of being**.

Alulpha's Social Responsibility Policy

At Alulpha we are committed to contribute for prevention and Health promotion with all our employees. We want to become more than manufacturers and marketers of hardware for windows and equipment to support their installation, we want to play a socially relevant part on building a healthier, more caring, concerned and equitable society.

Alulpha makes a commitment, aiming the balance between its commercial and value creation goal and respect for each individual (customers, employees, suppliers and partners) with the purpose of internal recognition by its own, as well as external recognition on the market as a company.

We encourage, on a daily basis, the contribution to the community in which we belong, considering the future of generations, current or future, supporting social, educational, cultural and environmental initiatives, promoted internally or in partnership with external entities.

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Our commitment is based on the following principles:

- We respect and support according to the human rights internationally recognized;
- We encourage justice and ethical promotion based on the respect for each individual and its rights;
- We promote values, culture and a sustainable management plan;
- We demand trust and rigor in business relationships and reject any corrupt practices;
- We encourage equal rights and opportunities, non-discrimination and freedom of choice and association;
- We promote job opportunities and personnel development based on a fair remuneration policy;
- We honor the provisions of ILO Convention nº 100 regarding the principle of equal remuneration to men and women for equal value work;
- We encourage the qualification and professional training of our employees that enable them to acquire skills and knowledge;
- We promote the maintenance of healthy and safe workplaces;
- We defend the existence of a fairer and more solidary society;
- We encourage and contribute to preservation and respect for the Environment;
- We defend the respect for potential, characteristics, limitations and difficulties of each team member, treating everyone with fairness, respect and dignity.

Terrugem, March 30, 2021.