GRUPO
BARBOT

INTEGRATED QUALITY, ENVIRONMENT AND INNOVATION POLICY OF THE BARBOT GROUP

In the Barbot Group, composed of the companies **Barbot - Indústria de Tintas, S.A.**, **Diera - Fábrica de Revestimentos, Colas e Tintas Lda.** and **Jallut Pinturas, S.L.U.** we are committed to Quality, Environment and Innovation as the pillars that support our development and performance in national and international markets.
This Policy reflects the common principles and commitment to continuous improvement shared by the Barbot Group in order to achieve the following purposes:

Quality and Customer Satisfaction

- To exceed the expectations of our customers by offering integrated and customized solutions, ensuring strict compliance with legal, regulatory and contractual requirements.
- To invest in reliable, safe and competitive products and services, developed based on criteria of excellence and innovation.
- To promote the continuous improvement of management processes and systems, basing decisions on objective data and actively listening to our customers and other relevant stakeholders.

Environment and Sustainability

- Assume a posture of environmental responsibility, minimizing the impacts generated, developing products that are increasingly safe for ecosystems, promoting efficiency in the consumption of resources (water, energy and raw materials) and preventing pollution, thus contributing to mitigate the effects of climate change and protect biodiversity and ecosystems.
- Comply with all applicable legal requirements and compliance obligations, ensuring transparent, ethical and responsible performance.

Networked Innovation

- Integrate systematic and structured innovation into the business model, fostering creativity, a culture of innovation, the spirit of improvement and the sharing of knowledge.
- To develop innovative products and services that generate sustainable value for customers, employees, suppliers and society.
- Involve all stakeholders — including customers, entities of the scientific and technological system, national and international, suppliers and institutions — in the innovation ecosystem, promoting co-creation and joint development of solutions.
- To create a safe, healthy and motivating work environment by promoting the training, recognition, active participation and continuous development of our employees that maximises their potential.

This Policy is transversal to the Barbot Group and will be reviewed whenever necessary or annually, to ensure its adequacy to the evolution of the organization, the external context and the stakeholders.

Carlos Barbot

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