

INTEGRATED MANAGEMENT POLICY

March 2026

JANZ is committed to developing its activity with high standards of quality, security, sustainability and information protection, ensuring the satisfaction of customers and other stakeholders.

In this context, the organization undertakes to:

➤ **Customer and Stakeholder Focus**

To continuously evaluate and promote the satisfaction of CUSTOMERS and relevant STAKEHOLDERS, meeting their needs and expectations, adapting the service offer accordingly, through the involvement of all areas of the company and the constant search for improvement of its products and processes.

➤ **Quality and Continuous Improvement**

Ensure the effectiveness and continuous improvement of the Integrated Management System, in accordance with the applicable standards, namely ISO 9001 and EN 9100, promoting the optimization of processes and the sustainability of the business.

➤ **Environment**

Protect the environment, preventing pollution and minimizing the environmental impacts of activities, in alignment with the Safety, Health and Environment Policy and the principles of ISO 14001, promoting:

- Efficient management of resources;
- The reduction of waste and emissions;
- Reducing the carbon footprint;

➤ **Occupational Safety and Health**

Ensure safe and healthy working conditions, preventing injuries and health problems, by eliminating hazards and reducing risks in daily activities, in accordance with ISO 45001.

Ensure Safety and Health at work by preventing, identifying and correcting situations that jeopardize the preservation of the Company's assets, its partners and customers, in accordance with the Safety, Health and Environment Policy and ISO 45001

➤ **Information Security**

Protect the confidentiality, integrity and availability of information, ensuring the proper management of information security risks, in accordance with ISO 27001 and the National Security Scheme.

➤ **Legal & Regulatory Compliance**

Strictly comply with all applicable legal, regulatory and regulatory requirements, including voluntarily assumed commitments.

➤ **Competence and Employee Involvement**

To promote the continuous development of employees' skills, encouraging their consultation and active participation, responsibility and teamwork.

➤ **Risk and Opportunity Management**

Identify, assess and manage risks and opportunities that may impact the organization's performance, ensuring resilience, sustainability and business continuity.

➤ **Monitoring and Performance**

Define, monitor and review objectives and performance indicators, promoting the continuous improvement of the management system and organizational results.



Administration