

INNERE BUBLIING

Edition:

A

Date:

19/03/2026

Management:

Rui Viegas

Contents

1. Revision History	3
2. Initial Context	3
3. Mission	3
4. Vision	3
5. Scope	3
6. Management Principles.....	4

Edition:

A

Date:

19/03/2026

Management:

Rui Viegas

1. Revision History

Edition	Date	Reason for Revision
0	17/03/2026	First edition of the Policy

2. Initial Context

The organization carries out its activities in the design, development, manufacturing, commercialization, and installation of office furniture and equipment for both domestic and international markets, operating primarily within the B2B segment. Within the scope of these activities, the company is certified according to ISO 9001 – Quality Management Systems and ISO 14001 – Environmental Management Systems, with accredited certification, and is recognized as a Great Place to Work® in Portugal, reinforcing its focus on employee well-being, engagement, and development.

Based on these commitments, Management has decided to implement and maintain an Integrated Management System that ensures the quality of products and services, environmental protection, social responsibility, and business sustainability, in compliance with applicable legal, regulatory, and stakeholder requirements. This Integrated Management System Policy guides the actions of all employees, serving as the basis for establishing objectives, continuously improving organizational performance, and ensuring compliance with applicable certification standards.

3. Mission

To provide innovative solutions that create value for customers, employees, and partners through ethics, transparency, quality, and respect for the environment, while ensuring compliance with management standards, sustainable practices, and a healthy, inclusive, and motivating workplace.

4. Vision

To be recognized as a benchmark in innovation, sustainability, customer experience, and organizational well-being by providing products and services that exceed expectations, promote continuous improvement, and strengthen a culture of engagement and social and environmental responsibility.

5. Scope

The organization is dedicated to the design, development, manufacturing, commercialization, and installation of office furniture and equipment.

Edition: A	Date: 19/03/2026	Management: Rui Viegas
-----------------------------	-----------------------------------	---

6. Management Principles

The organization declares that its Policy is guided by the following principles:

The organization is committed to the continuous improvement of the performance of its Integrated Management System, focusing on quality, environmental protection, social responsibility, innovation, and employee well-being through the following pillars, which provide guidance for achieving the company's objectives:

1. Customer Satisfaction and Operational Excellence

- Meet and exceed customer requirements and expectations by anticipating needs and providing innovative solutions.
- Continuously monitor customer feedback to implement adjustments and improvements, ensuring operational excellence and an outstanding customer experience.

2. Compliance with Legal and Regulatory Requirements

- Ensure compliance with applicable legislation, industry standards, internationally recognized sustainability criteria, and corporate governance principles.
- Integrate legal and regulatory requirements into all strategic and operational decisions.

3. Environmental Protection and Sustainability

- Prevent pollution, reduce environmental impacts, promote the responsible use of resources, and support sustainable value chains.
- Adapt corporate practices to climate change while encouraging circular economy initiatives and energy efficiency.

4. Employee Well-being, Engagement, and Development

- Promote a safe, healthy, ethical, inclusive, and motivating working environment.
- Encourage participation, collaboration, innovation, and professional development, strengthening organizational culture and responsible leadership.

5. Innovation and Continuous Improvement

- Establish measurable indicators for quality, environmental performance, sustainability, innovation, and organizational engagement.
- Periodically review results to ensure the effectiveness of the management system, continuous improvement, and alignment with the company's mission, vision, and strategic objectives.