

Sustainability Report

 GRUPO
Ramos Ferreira

Index

Organizational Culture	3
1. Opening Message from the CEO.....	4
2. Company.....	4
3. Mission, Vision and Values.....	4
4. Alignment with the SDGs.....	5
5. Objectives of the Sustainability Report.....	5
Corporate Management	6
6. Ethical and Compliance Commitments.....	6
7. Relationship with Stakeholders.....	7
Environmental Management	8
8. Environmental Performance.....	8
8.1. Carbon Footprint.....	8
8.2. Resource Management.....	11
Social Responsibility	12
9. Social Performance.....	12
Conclusion	18
10. Future Outlook.....	18

ORGANIZATIONAL CULTURE

1. Opening Message from the CEO

As CEO of Grupo Ramos Ferreira, I am proud to present our 2023 Sustainability Report. This report reflects our ongoing commitment to promoting sustainable practices that not only protect the environment but also generate value for our shareholders, employees, and the global community.

In 2023, we reinforced our dedication to sustainability through various strategic initiatives. We defined the group's SDG17, calculated our carbon footprint, and supported it in various associations we are part of. Sharing knowledge has always been part of our DNA. We defined several practices related to the circular economy, including an audit that allowed us to assess our current position and identify paths for improvement. We promoted sustainability and raised awareness for biodiversity protection in all our operations and with our clients. The progress we made would not have been possible without the tireless effort of our entire team and the strong partnerships we have cultivated with our stakeholders.



As we move forward, we continue to face new challenges and explore new opportunities for improvement. Our goal is to be a leader in sustainability, inspiring other companies to follow the same path. We are committed to creating a sustainable future where our businesses thrive in harmony with the environment. As a scout, I have always followed Baden Powell, "Leave the world better than we found it."

I would like to express my gratitude to all our employees, partners, and clients for their continued support. Together, we are shaping a better future for the next generations.

Thank you very much,

Carla Ferreira

2. Company

Founded in 1981 by Eng. Manuel Nunes Ramos Ferreira, the Group honors its past by adhering to a strategy of continuous development. With sustainability, identifying opportunities, investing in research, and qualifying its human resources, the company has defined a policy of expansion into new markets and new business spheres is defined. The Grupo Ramos Ferreira already has a collective of more than 289 professionals, specialized and capable of offering its clients value-added solutions for their business.

3. Mission, Vision and Values

Mission

Expand business volume, considering the constant stance on sustainability, both nationally and internationally. Ensure **professional and dedicated management**, with defined objectives, focused on total **customer satisfaction** and employee well-being.

Vision

Project and consolidate its position as a reference Group in the various business and geographical areas in which it operates, through continuous investment in **human resources, technology, research, and development**.

Values



Innovation



Integrity



Competence



Continuous Improvement



Family

4. Alignment with the SDGs

Grupo Ramos Ferreira integrates the United Nations' Sustainable Development Goals (SDGs) in its sustainability strategy. In fact, these SDGs are globally part of this new way of being, the new orientation designed for the coming years that will guide us towards a more environmentally friendly era, ensuring quality of life for future generations. We are fully committed and dedicated to actively contributing with our technical and human skills to encourage other companies, governments, associations, and civil society to join the transition to a low-carbon economy, aware that this will drive the search for solutions to global problems and help build a fairer society. Thus, our management policy is based on the pillars of the 17 principles of the Sustainable Development Goals (SDGs): **people, planet, prosperity, peace, and partnerships.**

5. Objectives of the Sustainability Report

This report aims to demonstrate Grupo Ramos Ferreira's commitment to responsible practices regarding the environment, society, and the economy through actions to reduce the environmental impacts of its activities, improve resource efficiency, and promote the well-being of the communities in which it operates. As an engineering and special installations company in buildings, we assume our responsibility in the use of natural resources, energy efficiency, and waste management to contribute to the creation of more sustainable environments.

CORPORATE MANAGEMENT

6. Ethical and Compliance Commitments

Code of Conduct

The Code of Conduct of Grupo Ramos Ferreira is the document that outlines a set of principles guiding the company's activities and a set of rules, of an ethical and deontological nature, to be observed by all stakeholders, in internal relations and in their relationship with the outside world.

Corruption and Related Offenses Risk Management Plan

A Corruption and related offenses, particularly those arising from conflicts of interest, pose potential risks in numerous professions and activities, especially in business. Aware of these risks, Grupo Ramos Ferreira has established a Corruption and Related Offenses Risk Management Plan designed to address the challenges arising from the Group's activities, while developing its competencies in an ethical and legal manner.



[Code of Conduct](#)



[Corruption and Related Offenses Risk Management Plan](#)



Therefore, in the construction of this Document, representatives considered essential for its execution were involved, as well as those capable of identifying situations of higher risk of corruption and situations likely to generate conflicts of interest and incompatibilities, or essential in designing measures to prevent their occurrence.

Throughout 2023, **22 reports** were registered, all of which were identified as unsubstantiated. The dissemination of the reporting communication channel among stakeholders was reinforced.

7. Relationship with Stakeholders



Clients

- Visits
- Website
- Social Media



Employees

- Internal Emails
- Newsletters
- Internal Communications
- Social Media
- Webinars



Suppliers

- Social Media



Competitors

- Website
- Social Media



Partners and Civil Society

- Job Fairs



Governmental and Official Entities

- Cooperation Meetings (AO)



Academia/Scientific Community

- Internship Support
- Training/Awareness Actions (AO)



Community

- Volunteering Actions
- Website
- Social Media



ENVIRONMENTAL MANAGEMENT

8. Environmental Performance

8.1. Carbon Footprint

The concern for corporate sustainability and the mitigation of greenhouse gas (GHG) emissions has been growing, becoming a priority for organizations worldwide. Recognizing this need, Ramos Ferreira did not remain indifferent and began calculating its carbon footprint in 2023.

With this assessment, the Group seeks to understand and manage its environmental impact, identifying the main sources of emissions with a view to implementing measures for their reduction. Additionally, the study reinforces the organization's commitment to raising awareness among clients, suppliers, and employees about the importance of adopting more sustainable practices.






By acting proactively, Ramos Ferreira demonstrates its dedication to aligning its growth with global sustainability challenges and the transition to a more responsible future.

For the quantification of our footprint, we follow the methodology defined by the GHG Protocol – Greenhouse Gas Protocol, which divides emissions into three scopes, helping to categorize emissions based on their origins and the company's responsibility for them. We also follow all the guidelines of the ISO-14064 standard.

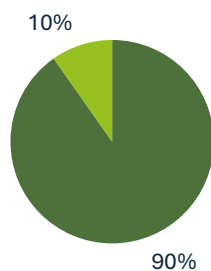


Scope and Limits

- The analysis included the entire operation of the organization in different geographies.
- Only emissions from activities under the direct control and responsibility of the company were accounted for.
- Emissions from activities outside the company's control were excluded, such as:
 - Energy consumption at construction sites (responsibility of the project owner).
 - Transportation of goods when the client assumes exportation.
- Emission categories with an impact of less than 1 or 2% were omitted.

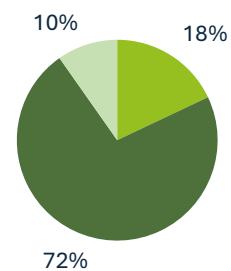
Carbon Footprint (t CO ₂ e)	2023
 Fuel for facilities	41,85
 Fuel for vehicles	168,39
 Fugitive emissions	0,00
 Electricity for facilities	22,73
 Electricity for vehicles	0,00
Total emissions (Scope 1 and 2)	232,98
Total emissions per 1000€ of Revenue	0,0095
Total emissions per employee	0,81

Footprint by scope



■ Emissions scope 1 ■ Emissions scope 2

Footprint by emission source



■ Fuel for facilities ■ Fuel for vehicles
■ Electricity for facilities

6 CLEAN WATER AND SANITATION



7 AFFORDABLE AND CLEAN ENERGY



12 RESPONSIBLE CONSUMPTION AND PRODUCTION



13 CLIMATE ACTION



14 LIFE BELOW WATER



15 LIFE ON LAND



Total emissions for 2023: 233t CO₂ e

The largest contribution to emissions comes from Scope 1, specifically from the fuels used by vehicles, representing 72% of the total.



Scope 1: Direct emissions from the organization (combustion of fossil fuels, process emissions, etc.)

It includes all direct GHG emissions from sources that belong to or are controlled by the company:

- Fuels at the company's facilities
- Fuels for the company's vehicles
- Chemical process emissions
- Fugitive emissions (e.g., refrigerant gases)



Scope 2: Indirect energy emissions (purchased electricity, heat, steam, etc.).

It includes indirect GHG emissions derived from the generation of electricity, heat, or steam purchased by the company.

Although the company is not the producer of these energies, its consumption of them contributes to GHG emissions at the production plants of these energies.

The goal for 2024 is to consolidate this calculation and conduct the assessment of Scope 3.



8.2. Resource Management

Building Information Modeling (BIM)

- Investment in the BIM tool through training sessions with an external entity, enables for the optimization of planning, preparation, execution, and management of construction projects, thereby reducing resource waste.
- Contribution to sustainable construction and the reduction of the ecological footprint of projects.

Energy Certification

- An Energy Audit was conducted at the Headquarters Building in Vila Nova de Gaia by a specialized company, with a study and identification of weak points and measures to be implemented to optimize the building's energy performance.

6 CLEAN WATER AND SANITATION



7 AFFORDABLE AND CLEAN ENERGY



12 RESPONSIBLE CONSUMPTION AND PRODUCTION



13 CLIMATE ACTION



14 LIFE BELOW WATER



15 LIFE ON LAND



SOCIAL RESPONSIBILITY

9. Social Performance

The Group promotes and encourages a culture of social and corporate responsibility, having published in its Corporate Social Responsibility Policy a set of commitments to address its social, economic and environmental concerns:

Environmental Best Practices Manual

The Group provides an Environmental Best Practices Manual to all its employees and partners, which aims to ensure the proper management of environmental aspects associated with the Group's companies' activities. It serves as a support for information, awareness and environmental training. The goal is to foster the improvement of individual behaviour and, consequently, the environmental impact of the Group's companies, contributing to savings and cost reduction.

Eco-efficiency "Because we care... do your part"

Internal message to raise awareness among all employees about the importance of taking care of the environment in their daily lives.

Ethical and Moral Values

We promote the company's values - Team Spirit, Knowledge, Innovation, Competence, Loyalty and Human Rights.

1 NO POVERTY



2 ZERO HUNGER



3 GOOD HEALTH AND WELL-BEING



4 QUALITY EDUCATION



5 GENDER EQUALITY



8 DECENT WORK AND ECONOMIC GROWTH



10 REDUCE INEQUALITIES



11 SUSTAINABLE CITIES AND COMMUNITIES





Human Capital

Respect for people in human resource management strategies and policies; encouragement of skill acquisition and career development; motivation, working conditions, health and safety at work; equality of rights and opportunities, clear internal information; balance between professional and family life with the hybrid telework regime.



"Share Your Love" Message

An internal message from the Group that encompasses sharing love with those in need. It endorses all initiatives organized by the Group to support charitable institutions, donations and sponsorships.



Development and Innovation, Value Creation, and Transparency

Development and innovation as drivers of competitiveness and new business areas, with quality, rigor, and customer focus, promoting stakeholder participation and ensuring transparency and rigor in decisions and information.



Diversity, Equity, and Inclusion

In the context of gender equality, the presented data shows significant progress in a company within a traditionally male-dominated sector, such as MEP installations. Despite women representing only 15% of the total workforce, they stand out positively by occupying 32% of management positions in leadership roles.

Total 289 employees



15 %

Women



85 %

Men

In management positions



32 %

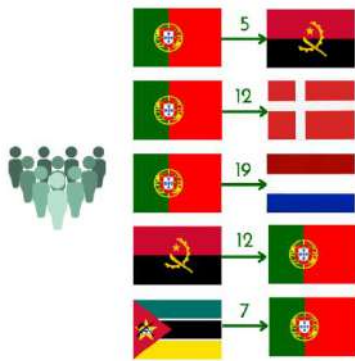
Women



68 %

Men





Total Internal Mobility 55

The internal mobility of workers to different geographies allows for the development of skills, improvement of organizational flexibility, sharing of knowledge between regions, and strengthening of employee commitment by offering growth opportunities. Additionally, it contributes to the empowerment of local teams, promotes uniformity in the implementation of business objectives, and reinforces organizational cohesion, benefiting both the company and its professionals.



Health and Safety at Work

2023

	Number of accidents	22
	Number of serious accidents	0
	Main causes	Improper use/Lack of PPE
	Main areas of the body affected	Eyes, finger and feet
	Professional disease	0



Involvement and impact on the local community

Development of the Terra Project in various lines of action, from the preparation of evaluation studies for the different projects in which Ramos Ferreira is involved, to solutions for improving efficiency and energy management, to awareness and training actions both internally and externally, including actions to encourage electric and public mobility.





Training

Mini-course on Energy Efficiency in Buildings and Sustainability (BIM and SDGs) - Training for Engineering University Students at Agostinho Neto University - Luanda.



Events

Participation with a stand and demonstration of the use of the BIM tool - 5th International Congress of the OEA (Order of Engineers of Angola).



Transportation

Incorporation into our Benefits Plan of the free provision of Public Transport Passes to employees. This action was implemented both in Portugal and Angola, where we were the first company to do so.



- 1 NO POVERTY
- 2 ZERO HUNGER
- 3 GOOD HEALTH AND WELL-BEING
- 4 QUALITY EDUCATION
- 5 GENDER EQUALITY
- 8 DECENT WORK AND ECONOMIC GROWTH



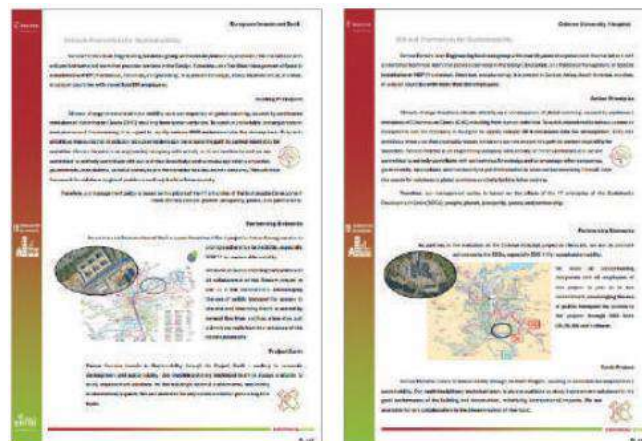
Meetings

Promotion of high-level meetings between public institutions, private entities, and specialists to promote and find solutions to make regular monthly passes available to the population, improve existing infrastructure, and establish a public transport network with adequate coverage.



Communication

Communication with clients in geographies such as Luxembourg and the Netherlands, raising awareness about the use of public transport to access the sites where we are present.



1 NO POVERTY



2 ZERO HUNGER



3 GOOD HEALTH AND WELL-BEING



POVERTY



5 GENDER EQUALITY



3 GOOD HEALTH AND WELL-BEING



4 QUALITY EDUCATION



5 GENDER EQUALITY





Lectures

Gender Equality in the Construction Sector – Conducting lectures with testimonials at educational institutions (Njinga Mbande College; ISPTec – Polytechnic Institute of Technologies and Sciences; Alda Lara Polytechnic Institute) Hosting Professional Internships; "Engineers of Angola" Meetings

- OEA – Order of Engineers of Angola.



Campaigns

Awareness campaigns to reduce material consumption (e.g., plastic), reuse materials, and reduce waste on construction sites.

Encouragement to abolish single user plastic bottles by providing all employees with reusable bottles.



Projects

Project "A rua não é lugar" – social support for children and families in obtaining identification cards and access to education; (Angola).



CONCLUSION

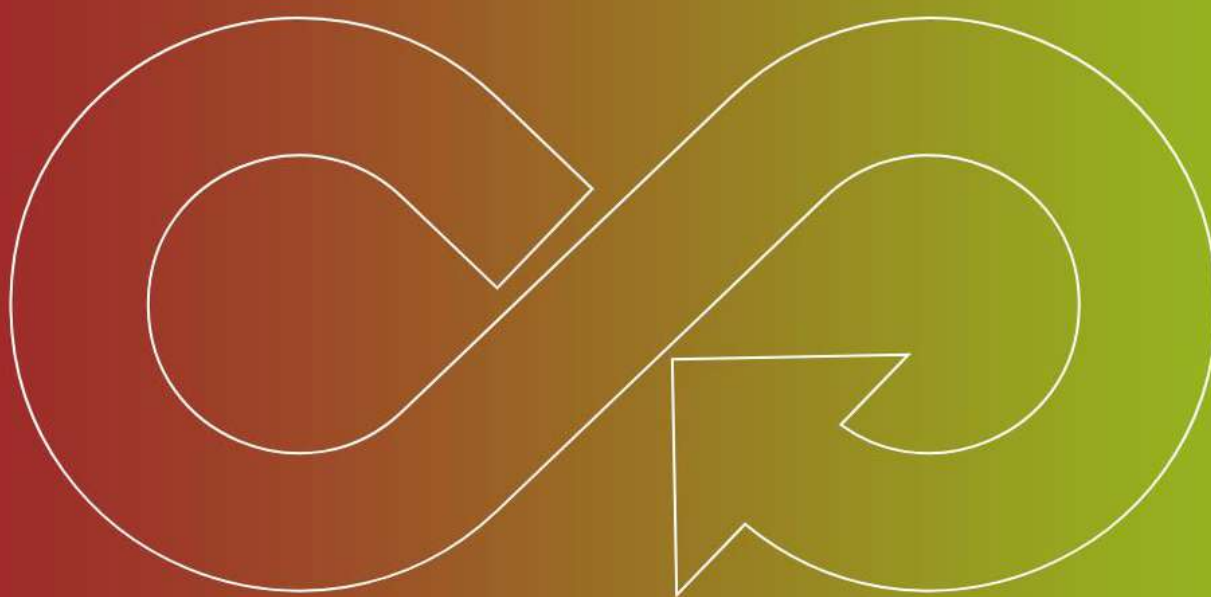
10. Future Outlook

Consolidate the Carbon Footprint assessment method and extend its accounting to scope 3.

Monitor the amount of waste produced on construction sites.

Define actions to mitigate environmental impact.

Study and enable the implementation of measures to improve the energy performance of the headquarters building.



Rua Senhora Mestra, n° 22
4410-511 Serzedo Vila Nova de Gaia
PORTUGAL

T +351 227 536 720 // F +351 227 620 781
geral@ramosferreira.com

www.ramosferreira.com