



MANAGEMENT POLICY

ConstruGomes
Engenharia

The **Management Policy** applies to:

- The integrated management system, according to ISO 9001:2015 - **Quality**, ISO 45001:2018 - **Occupational Safety and Health**, ISO 14001:2015 - **Environment** and NP 4427:2018 - **People Management**, duly audited and certified.
- The principles of Sustainability, namely **Safety and Labour Rights, People Management** and **Human Rights, Social Responsibility, Environmental Protection and Adaption to Climate Change, Anti-corruption Practices e Delegation of Authority and Business Continuity**.



Vision

We want to be the best in building bridges, viaducts, tunnels and dams.



Mission

Our mission is to structure a better future.
We want to ensure the excellence of the construction services we provide.



Values

Safety to the employees.
Commitment to clients and suppliers.
Quality and innovation in the services provided.

Our commitments

- // Ensure compliance with requirements, in pursuit of goals, continuous improvement of the Integrated Management System for Quality, Environment, Occupational Safety and Health and People Management;
- // Provide safe and healthy working conditions for the prevention of injuries and work-related health problems, eliminating hazards and reducing OSH risks;
- // Promote environmental protection and pollution prevention;
- // Ensure compliance with conformity obligations and other applicable requirements;
- // Ensure the consultation and participation of the employees;
- // Valuing people for the success of the organization;
- // Involve relevant stakeholders and respect the principles of social responsibility;
- // Prohibit bribery, encouraging the raising of concerns brought in good faith or based on reasonable conviction, in complete confidence and without fear of reprisals;
- // Integrate and Promote the Principles of Equality between Men and Women, Equal Opportunities and Non-Discrimination due to disability, racial or ethnic origin, religion or belief, region, age or sexual orientation;
- // Condemn situations of non-compliance in accordance with anti-corruption practices;
- // Identify, implement and maintain values that reflect ConstruGomes' identity, influence people's conduct and behaviour and are an instrument of their motivation and commitment to their work and to ConstruGomes.

#wefulfill



Our goals

- // Achieve Business Sustainability;
- // Maintain the SME Excellence status;
- // Increase the volume of business and international presence;
- // Grow in the national benchmark in the field of bridge construction using form travellers;
- // Consolidate its presence in the markets where it operates, through the opening of representations;
- // Focus its activity on the study of singular projects;
- // Design and marketing of form travellers.

#weachieve



ConstruGomes **Brasil Engenharia, Ltda.**



Vision

Being a leader in its geographical area and a reference in the execution of infrastructure works using innovative means, growing in a sustainable and profitable manner.



Mission

Perform with excellence complex infrastructure works to improve the quality of the citizen's lives, provide personal and professional development opportunities for our employees and create value for our clients, partners and shareholders.



Values

Innovation – Encourage creativity in optimizing processes for service excellence.

Ethics – Ensuring honesty and transparency in the performance of all functions.

Team spirit – Collaboration and integrity in internal relationships and with clients and suppliers.

Our commitments

// Construgomes Brasil Engenharia Ltda. ensures compliance with legal requirements, in pursuit of these goals and in the continuous improvement of the Integrated Management System.

#wefulfill



Our goals

// Follow the guidelines of the Integrated Management System in accordance with the ISO 9001:2015, ISO 14001:2015 and ISO 45001:2018 model;

// Ensuring commitment to the prevention of injuries, health problems and eliminating dangers and reducing OSH risks for employees;

// Ensuring commitment to the consultation and participation of employees, promoting their knowledge and specialized competence for the Client;

// Ensure protection of the environment including the prevention of pollution and other specific commitments;

// Maintain business sustainability;

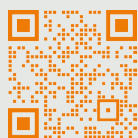
// Achieve the turnover goals set by the Company Partners;

// Growing and become a regional benchmark in the field of special engineering works;

// Acquisition and commercialization of form travellers under free-lease agreements.

#weachieve





Social Media

ConstruGomes
Engenharia