



Social Responsibility and Sustainability Policy

PAVESTONE, LDA

July 2026

SOCIAL RESPONSABILITY AND SUSTAINABILITY POLICY

PAVESTONE, Lda. aims to establish itself as a **socially responsible company**. To consistently demonstrate this commitment, PAVESTONE, Lda., in carrying out its mission and in alignment with its institutional values, undertakes to comply with all applicable legal requirements while respecting ethical principles and human rights, thereby contributing to social development, environmental sustainability, the prosperity of future generations and intergenerational solidarity.

Accordingly, PAVESTONE, Lda. is fully committed to and concerned with all social responsibility and sustainability initiatives aimed at employees, the promotion of the surrounding community and environmental protection, with particular focus on the following aspects:

- Transparency and ethical conduct in all activities;
- Appropriate working conditions;
- Non-discrimination and equality regardless of gender or age;
- Environmental protection;
- Work-life balance, including family, personal life and sports activities;
- Professional mobility (functional and geographical);
- Professional training, qualification and skills development;
- Access to professional and academic internships;
- Occupational health, hygiene and safety;
- Information, consultation and participation of interested parties;
- Technological innovation in support of sustainable development;
- Community involvement.

Within the framework of Social Responsibility, PAVESTONE, LDA operates according to the principles of ethical conduct, respect for human rights, transparency, inclusion and accountability for environmental sustainability, involving all interested parties.