

Integrated Management Policy

YUREX - EMPRESA DE TRABALHO TEMPORÁRIO, LDA (hereinafter referred to as 'YUREX'), a company specialized in the provision of labor and temporary work, reflects in its Integrated Management Policy the set of strategic guidelines applied to the Organization. This policy aims to meet the needs and expectations of all Stakeholders, involving employees, promoting economic, financial, social and environmental sustainability and ensuring the safe, ethical and inclusive development of all activities.

YUREX's Management is committed to ensuring that the policy is applied to all employees, suppliers, partners and user companies, respecting human rights, cultural diversity and the principles of social responsibility.

Strategic Commitments

Understanding of Organization and Context: Ensuring that YUREX understands its internal and external context, integrating risks and opportunities into the Management System to support strategic and operational decisions.

Legal and Regulatory Compliance: Comply with applicable legal and regulatory requirements and other obligations relevant to YUREX's activities.

Management System Development: Develop and progressively implement an Integrated Management System structured with reference to the requirements of ISO 9001 and ISO 45001, with a view to future certification and continuous improvement.

Stakeholder Integration: Include all stakeholders in the Management System, meeting their needs and expectations, promoting collaboration and value creation with customers, employees and partners.

Strategic Sustainability: Define, implement and monitor strategic commitments to economic, financial, social and environmental sustainability, regularly communicating performance and best practices to stakeholders.

Innovation and Knowledge Management: Create information systems that keep employees updated on the company and sector, promoting innovation, creativity and knowledge management.

Quality and Skills Development

Select and place qualified professionals, promoting continuous training and technical and behavioral development, monitoring performance and customer satisfaction, and implementing corrective actions for continuous improvement.

Occupational Safety and Health

Ensure healthy and safe working environments for employees, suppliers and partners by identifying and controlling risks, promoting active participation and consultation, and providing OSH training adapted to different languages and cultures.

Social Responsibility and Inclusion

Ensure fair and safe working conditions, prohibiting child or forced labor, promoting equal opportunities, non-discrimination, intercultural integration, freedom of association, diversity, gender equality, parenting protection, work-life balance, and inclusion of all employees.

Environmental Sustainability and Climate Change

Minimize environmental impacts, promoting rational use of resources, pollution prevention, emergency preparedness, implementation of climate change solutions, and employee and stakeholder awareness.

Supplier Management and Ethics

Select suppliers in a clear and impartial manner, honor contractual commitments, and ensure transparency, honesty, and integrity in all relationships with authorities and stakeholders.

Prevent and combat all forms of corruption, bribery and other practices contrary to the ethical principles adopted by YUREX.

Continuous Improvement

Establish measurable objectives and indicators, monitor risks and opportunities, conduct internal audits with corrective and preventive actions, and periodically review the policy to ensure its effectiveness and strategic alignment.

This Policy is communicated to employees and made available to relevant interested parties, including through YUREX's website.

Lisbon, February 15, 2026

A stylized handwritten signature in black ink.

YUVAL BARUCH
Owner & Managing Director
YUREX - EMPRESA DE TRABALHO TEMPORÁRIO, LDA

