

Code of Ethics and Professional Conduct

NEMUS commits itself to:

- Act in accordance with the applicable national and international laws, regulations and best practices within its field of work and wherever it operates;
- Manage information in a way that ensures the protection of its integrity and the confidentiality of business matters, employees', clients' and suppliers' informations;
- Not allowing corruption or bribery practices;
- Respect and promote human rights;
- Respect and enforce the fundamental labour rights, refusing any kind of forced labour, child labour or discriminative labour, and maintaining adequate working conditions and social protection for its employees;
- Contribute to a sustainable development and to take responsibility for the economic, environmental and social impacts deriving from its decisions and activities;
- Promote an increased environmental awareness and responsibility among all Stakeholders;
- Respect the clients' rights and the respective contractual obligations established, seeking to meet and exceed their expectations;
- Encourage the personal and professional development of its employees.

The employees commit themselves to:

- Safeguard and preserve the company's physical, financial and intellectual assets, and using the company's resources in an efficient manner;
- Use the information that they have access to only within the scope for which it was obtained, respecting the interests of the company and of third parties who are legitimate owners of said information;
- Act in accordance with the company's commitments regarding human and labour rights.

Furthermore, it is prohibited for NEMUS, its directors, board members, employees, consultants, or subcontractors to:

- give, promise to give, or offer, a payment, gift or hospitality to a third party or otherwise engage in or permit a bribery offence to occur, with the expectation or hope that an advantage in business will be received, or to reward a business advantage already given;
- give, promise to give, or offer, a payment, gift or hospitality to a third party to "facilitate" or expedite a routine procedure;
- accept a payment, gift or hospitality from a third party if you know or suspect that it is offered or provided with an expectation that a business advantage will be provided by NEMUS in return;
- threaten or retaliate against another employee or worker who has refused to commit a bribery offence or who has raised concerns under this Policy.

In the case of a business partner, supplier or client committing an inconsistent action regarding the present Code, an assessment shall be made to ascertain if preventive actions have been taken to avoid this in the future, and an evaluation of the repercussions of said action in the commercial or partner relationships shall be performed.

NEMUS' Board of Directors has the overall responsibility for ensuring this Policy complies with the Company's legal and ethical obligations, and that all those under its control comply with it.

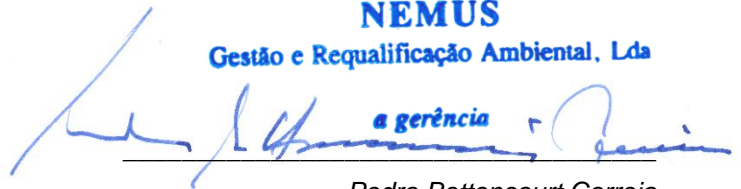
The present Code is made available on the Company's offices, through other internal means and in its official website: www.nemus.pt/en.

On behalf of NEMUS,

NEMUS

Gestão e Requalificação Ambiental, Lda

a gerência



Pedro Bettencourt Correia

Lisboa, 13 January 2023