



COMMUNICATION ON
**PROGRESS
REPORT**

2021



THE BEL GROUP

**MISSION,
VALUES AND
PRINCIPLES**

**HUMAN
RIGHTS**

**LABOUR
PRACTICES**

**ENVIRONMENTAL
PROTECTION**

ANTI-CORRUPTION



**COMMUNICATION
ON PROGRESS**



SCOPE AND PERIODICITY OF THE PUBLICATION

This is the first BEL Group Communication on Progress Report (COP) following on from joining the United Nations Global Pact in 2020.

The Communication on Progress Report (COP) covers the period ranging from 01 January 2021 to 31 December 2021 and has the objective of demonstrating how sustainability, the objectives of sustainable development, the 2030 agenda and the values of the UN Global Compact are corporate strategic guidelines.

When undersigning the universally accepted principles as regards human rights, labour practices, environmental and anti-corruption protection, the BEL Group assumes an ethical commitment and active responsibility in the face of the community as regards the rigorous and diligent implementation of best practices to guarantee compliance of those principles, both at the level of internal relations as well as interfaces with relations with other social actors.



MESSAGE FROM THE CHAIRMAN



As an aggregator of various companies operating in different areas, our Group has been guided by a continuous desire to improve on a daily basis, through the common efforts of all.

Today we are a strong group and we want to continue to believe in an auspicious and encouraging future based on innovation, social responsibility and on the excellence of our products and services.

At the BEL Group we believe that the future of the generations is inevitably influenced by the way we act today. The subsistence of a company is not determined solely by pure management logic uniquely focused on profit, but also by the connections, commitments and values which are established and shared with the community.

Thus, at the BEL Group we are guided by principles which originate in responsible entrepreneurship, committed to people, to social and environmental development and pledged in the creation of relationships guided by values which inspire us and support an ethical management, producer of a solidarity in wealth which is shared with the community.

We face problems as challenges and seek recourse to the talent and effort of all of us so that we can overcome them while respecting the commitment which we have made with clients, suppliers, collaborators and all sundry stakeholders who believe in our work and the commitment to doing more and better.

The BEL Group has the ambition of consolidating the necessary foundation for the creation of a better future for the coming generations and, to this extent, we are highly aware of the social and environmental role and responsibility which our companies cannot but take on.

Growth, innovation, competence, trust, sharing, responsibility, rigour, ethics, entrepreneurship, union, professionalism, competitiveness, transparency and integrity are more than mere words, but rather dimensions which are the very inspiration of our companies and the heritage of the BEL Group.



THE BEL GROUP

AREAS OF BUSINESS



LOGISTICS



**RESEARCH,
DEVELOPMENT AND
TECHNOLOGY**



**AUTOMATION,
AERONAUTICAL AND
SPACE INDUSTRY**



**MAGNUFACTURING
INDUSTRY**



**COMMUNICATION
AND MEDIA**



BRANDS



**SUSTAINABLE
SOLUTIONS**



**REAL ESTATE
AND FURNITURE**

MISSION, VALUES AND PRINCIPLES

MISSION

The mission of the BEL Group is to create companies of value, with values! Those which define us as people of an unalterable ethical dignity, always on the quest to guarantee the total satisfaction of our clients, suppliers and collaborators.

At the BEL Group, the work is not just carried out by people, but for people, with the firm objective of achieving a solid social and economic development which constitute an honourable inheritance for future generations and not a burden which they would have to support.



***Creating
companies of
value, with
values!***

VALUES

The values that the BEL Group is committed to represent the principals on which it is founded and are at the foundation of our business activity. They are thus the action principles, the cardinal points which guide our way and which impede us from deviating from the course that we consider as ethically valid and responsible.

The values represent the principals which are at the foundation of our business activity.



SUSTAINABILITY



**SOCIAL AND PATRONAGE
RESPONSIBILITY**



**TRANSPARENCY
AND ACCURACY**



**INTEGRITY
AND HONESTY**



**RESPECT AND
MATERIAL EQUALITY**



**EFFICIENCY AND
EFFECTIVENESS**



**GROWTH AND
EXPANSION**



**ETHICS AND
RESPONSIBILITY**



**EXCELLENCE
AND TRUST**



**CREATIVE INITIATIVE
AND CRITICAL SPIRIT**



**TEAMWORK AND
COMMITMENT**



**COOPERATION
AND SHARING**



**ENTREPRENEURSHIP
AND INNOVATION**



**KNOWLEDGE AND
VISION**



**PROFISSIONALISM
AND SOLIDITY**

PRINCIPLES

The ESG (Environmental, Social and Governance) concerns are an integral part of our paradigms of our governance and represent the moulding principles of our intervention in the community.

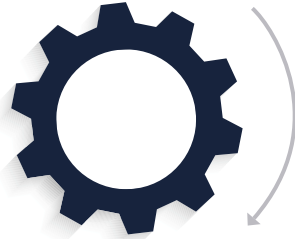


At the BEL Group the governance paradigm is built on the foundation of the triptych “ethics, transparency and responsibility”.

The Governance Paradigm

These three dimensions weave a matrix for holistic action which guides the decision-making processes and the relation which is maintained ad intra e ad extra with all the stakeholders. The lines of governance are traced on the basis of these parameters, with a view to achieving the objectives which interconnect in a vision of sustainability through the adoption of a regulatory conduct which is coherent with the values of a Code of Ethics and Conduct.

Organisational and Governance Structure

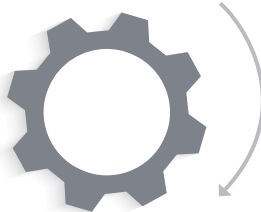
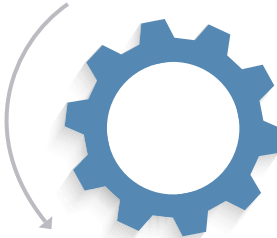


TRANSPARENCY

Regular and transparent reporting to our stakeholders

SUPERVISION

Creation of an aggregating body of knowledge for the assessment of implementation of management policies

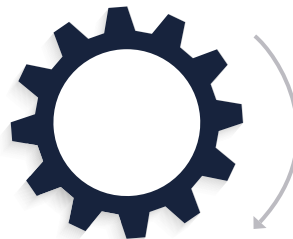
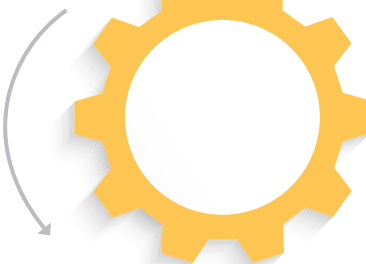


RESPONSIBILITY

Allocation of the strategy for sustainability to the Board of Directors

ETHICS

Creation of an Ethics Committee to monitor the implementation of the Code of Ethics and Conduct



KNOWLEDGE

Expansion of the Board of Directors through the addition of highly experienced and knowledgeable non-executive members

At the BEL Group we believe that the sustainability of a company begins with its values and in the way it projects them through its activities.

The system of checks and balances is an important dimension of socially oriented governance of the BEL Group. Its implementation results from an organisational model where the necessary information flows for decision-making are made in a participative and collaborative manner so as to result in the best decision possible within the scope of the fundamental values of the Group.

The relevance of issues related to Sustainability, for example, as regards social, environmental and economic aspects which impact the stakeholders, places the management of these issues as a direct responsibility of the Board of Directors in articulation with the Advisory and Supervisory Board. The BEL Group thus not only undertakes the purpose of governance for sustainability, but also includes monitoring of policies and their implementation at senior management level.

The Group BEL Leadership carries out its obligations in compliance with the modern demands and principles of corporate *governance*, and guided by a set of principles and values which density the highest standards of integrity and ethics in management.

The BEL Group assumes a management philosophy centred on people and orients the decision-making process through ethics of responsibility.

Corporate Governance is moulded by a Code of Ethics and Conduct which integrates principles, values, basic orientations and structural ethical coordinates of the company, based on which the institutional culture of the BEL Group is defined.

The management agenda of the BEL Group is fundamented on the principles and action dimensions referred above.

All the Board members and employees of the companies under the BEL Group have the special duty of performing their duties so as to guarantee the highest levels of ethical standards, competence, integrity, collaboration and confidentiality in compliance with the norms of the Code of Ethics and Conduct as well as all the other various internal regulations.

The values undertaken by the BEL Group represent the principles which fundament and are at the heart of its entrepreneurial performance and the relations established between the Board, employees, partners, community and other various stakeholders.

At the BEL Group there is a commitment of leadership to place sustainability as a polarised dimension of its whole organisational structure.

Pandemia, e depois **A SUSTENTABILIDADE** COMO RESPOSTA



The Pandemic, and then - **Sustainability as a response**

A paradigmatic example of that involvement can be seen in reflection promoted by the BEL Group at the conference which was held on the occasion of its 20th anniversary - "The Pandemic, and then? Sustainability as a response" - where the issues of economic, social and environmental sustainability and topics such as sustainable investment, human rights and climate change were analysed.

The BEL Group accelerated the implementation of an organisational and governance structure in line with such premises, having introduced significant alterations in its governance model:



Expansion of the Boards of Directors

The expansion of the Board of Directors now includes various highly knowledgeable and experienced non-executive members so as to monitor, assess and reflect on corporate management and the implementation of actions which impact on sustainability.



Definition of a Sustainability strategy

The Board of Directors was allocated the formal responsibility for defining a sustainability strategy in compliance with the analysis of the dimensions which most profoundly influence the development of the Group and all its stakeholders.



Compliance

In 2021 the BEL Group created a Body exclusively focused on the handling of compliance issues with the objective reinforcing the pre-existing ethical-normative conformity programme, specifically as regards the integration of measures stipulated in the recent National Anti-Corruption Mechanism and its respective General Regime for the Prevention of Corruption.



Creation of an Advisory and Supervisory Board

An Advisory and Supervisory Board which is aggregates know-how and preliminary reflection of the decision-making processes and a body of assessment of the implementation of management policies and their suitability as regards the normative standards established within the group.



Monitoring of the Code of Ethics and Conduct

A structure was established so as to monitor the implementation and supervision of compliance of the norms defined within the Code of Ethics and Conduct.



Financial Reporting

Transparent and rigorous financial and non-financial reporting was adopted, which is regularly disseminated among the stakeholders.



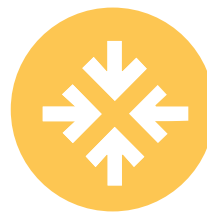
2 million km

covered with
renewable energies

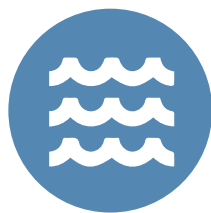
PRINCIPLES OF THE UNITED NATIONS GLOBAL PACT



HUMAN RIGHTS



LABOUR PRACTICES



**ENVIRONMENTAL
PROTECTION**



ANTI-CORRUPTION



HUMAN RIGHTS

Principles:

- 1 Companies should support and respect the protection of internationally recognised human rights.
- 2 Guarantee non-participation in human rights violations.



Principles:

1. Companies should support and respect the protection of internationally recognised human rights.
2. Guarantee non-participation in human rights violations.

HUMAN RIGHTS

The Group defined a management policy centred on people, placing on them the necessary trust in that their fundamental ethical values may be seen, thus creating a veritable institutional culture. The companies comprising the BEL Group respect all the principles as regards human rights, gender equality, equal opportunities, and non-discrimination based on race, religion or any other unfounded differentiating factor. These are the founding values which are totally inviolable within the principles to which the Group is committed.

As such the Group wholly subscribes to the contents of the United Nations Universal Declaration of Human Rights and guarantees its respect through the Code of Ethics and Conduct which guides the strategy, decision-making process and all the company's operations.

The Code of Ethics and Conduct of the BEL Group establishes the set of principles and values which reflect the standards of ethical behaviour on which our relations ad intra and extra with the surrounding community are based, suppliers, competitors, the public and all other stakeholders.

The mission of the BEL Group is to create value, with values. So we understand that obtaining results with a view to permanence and sustainability is the result of ethical, responsible actions which respect people. As such we believe that respect for human rights is an essential factor which we must promote and encourage alongside the basic respect for human needs.

The promotion of human rights is also a result of the involvement of the BEL Group with the community, within the scope of our philosophy of "Community of Value (s)", present in social responsibility projects which we produce or to which we become associated during

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**Pacto
Contra
a Violência**

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the period covered by this report, the BEL Group carried out a global revision of its Code of Ethics and Conduct, the original version of which had been approved in 2018, and allocated new responsibilities to the Ethics Committee so that it could promote the proactive implementation of norms and act as an advisory body for the Board, while preserving its core function as the monitoring of compliance with the binding norms and principles laid out in the Code of Ethics and Conduct.

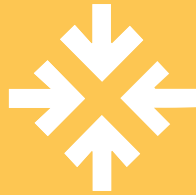
The BEL Group committed to and assimilated the National Objective for Gender Equality, an initiative of the Global Compact Network Portugal, with the support of the Secretary of State for Citizenship, Gender Equality and the Commission for Equality in the Workplace and in Employment - CITE and APEE – the Portuguese Association for Business Ethics.

During 2021, the BEL Group took part in the “Girl Move Academy” project, the winner UNESCO 2021 Award for the education of young women, by welcoming two Mozambican interns in its member companies.

Also within the scope of social responsibility and human rights, the BEL Group joined the #alltogether campaign, an inter-institutional initiative in response to the food emergency, and promoted the combat against domestic violence in partnership with the Association “Ser Mulher”, making various donations to public and private institutions, most notably solidarity with hospitals during the Covid-19 pandemic.

In 2021 the BEL Group received the Seal of the Pact Against Violence.

During the period covered by this report, only one complaint was received by the Ethics Committee.



LABOUR PRACTICES

Principles:

3

Companies must support the freedom of association and the effective recognition of collective negotiation.

4

The abolition of all forms of forced and obligatory labour.

5

Effective abolition of child labour.

6

Elimination of discrimination in the workplace.



Principles:

3. Companies must support the freedom of association and the effective recognition of collective negotiation.
4. The abolition of all forms of forced and obligatory labour.
5. Effective abolition of child labour.
6. Elimination of discrimination in the workplace.

OUR PRACTICES

Assessment, Policy and Objectives

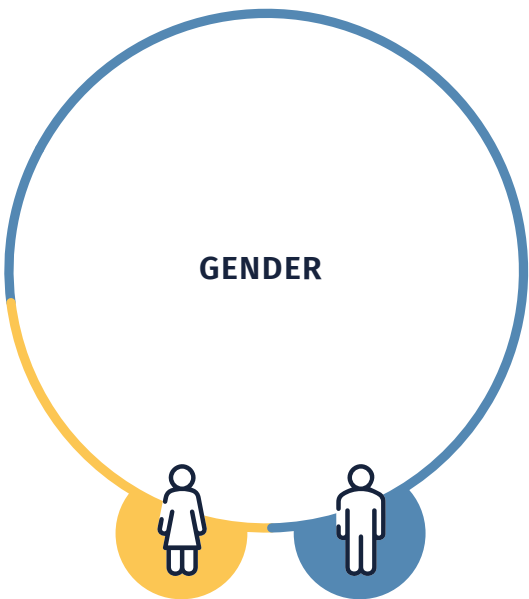
The Group defined a philosophy of management centred on people, placing the necessary trust on them so that their fundamental ethical values can manifest, founded on a true institutional culture.

Gender parity, equal opportunities, the non-discrimination on the basis of race, religion or any other unfounded differentiating factor, are basic sacrosanct values within the principles of the Group.

The companies of the BEL Group respect all the principles as regards human rights, with all unfounded discrimination or that based on arbitrary criteria being intolerable, and subscribe the ILO Declaration on the fundamental principles and rights in the workplace.

The recruitment of people is done in compliance with criteria of merit, professional training and suitability for the position, by a department which guarantees the compliance of rules of honesty, transparency, exemption and independence. Rendering service excellence requires knowledge, know-how, training and continuous learning. The rapid evolution of technology today brings challenges of adaptation at greater speed than in the past, and it becomes necessary to keep up to date with that process based on the acquisition of new knowledge and the exchange of information through interfering synergies which reflect on the whole activity of our companies.

Qualified training is an added value which is reflected in the quality of the services which we render, the goods that we produce and in the presence that we have as regards our stakeholders. In 2021 implemented training initiatives in areas such as: The implementation of Quality Management, Emergency Procedures and Security, among others.



PROFESSIONAL TRAINING



Security



Excel



Movement and
Operation of Forklifts



Hygiene and Security
Concepts at Work



Emergency
Procedures



Analysis and Risk
Management



OCC Training
SAFT Accounting



Implementation of
Management and
Quality Systems



ENVIRONMENTAL PROTECTION

Principles:

- 7 Companies must support a preventive approach to environmental challenges.
- 8 Carry out initiatives so as to promote environmental responsibility.
- 9 Encourage the development and the diffusion of environmentally-friendly technologies.



500 ✓

Trees planted
Grupo BE commitment



Principles:

7. Companies must support a preventive approach to environmental challenges.
8. Carry out initiatives so as to promote environmental responsibility.
9. Encourage the development and the diffusion of environmentally-friendly technologies.

ENVIRONMENTAL PROTECTION

On the occasion of the celebration of its 20th anniversary the BEL Group, organised an international conference focused on the issues of sustainability and its importance in light of the Covid-19 pandemic. The initiative welcomed interventions by reputed experts in the most varied of field (policy, economics, finance, human rights, media, among others, as well as the participation of His Excellency the President of the Republic, who officially closed the conference. The conference was streamed online by the Expresso newspaper, and was vastly covered by the media.

Or consult:

www.facebook.com/watch/jornalexpresso

The various projects in hand, with a focus on sustainability, the topic is polarised on such important dimensions as:

Energy efficiency of buildings; the production of solar energy; the programmed use of soil and ordnance;; efficient water management, namely through recycling; monitoring and protection of ecosystems.

Examples of the environmental sustainability practices which are implemented within the group are: the re-use of paper; the think-before-you-print policy, the separation of waste for recycling, opting for renewable and green energies, and a massive reduction in the use of plastic bottles.

The BEL Group defends an ecological attitude on the issue of energy consumption. The distribution companies are preparing strong investment on photovoltaic panels so that the infrastructure operates solely on solar energy. The use of clean and renewable energies are privileged as is the use of vehicles operating exclusively on electricity, and the aim is to gradually substitute the current fleet of combustion engine vehicles by electric ones.

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Recording available
online at:

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On average 2.370.000Km is travelled annually in vehicles with zero CO2 emissions. The BEL Group currently has 55 vehicles which are 100% electric (14% of the total fleet) and 36 charging points, dispersed throughout the various infrastructures, with the electrical vehicles being charged using solar energy (approximately 80%), originating in photovoltaic panels installed in the companies of the Group.

The Group complied with its commitment, entered into the Corporate Mobility Pact for Lisbon, of implementing “measures to enable the city of Lisbon to have a safer, more accessible, ecological and efficient system of mobility, in accordance with the fundamental principles of cooperation, commitment, transparency and security.”

The Group is involved in the Copernicus programme which allows for a response to challenges such as climate change, increase of the sea levels, melting of the ice caps, natural catastrophes, or even food safety. The objective is to place at least 12 satellites in orbit for better observance of the Earth, which will supply information for a study and understanding of climate events and help towards mitigation actions of the effects of humans on the planet.

Through the Active Space Technologies the BEL Group is represented in the Copernicus Imaging Microwave Radiometer (CIMR), one of the six Copernicus missions. Its representation consists in taking measurements of temperature and the concentration of ice in the sea and measuring the salinity on the surface of the oceans, on the Copernicus Land Surface Temperature Monitoring (LSTM), which is responsible for supplying observations of the earth's surface for sustainable agriculture and the forecast of eventual periods of drought and in the Copernicus Hyperspectral Imaging Mission (CHIME), with the objective of supplying information for an ever more sustainable agriculture and biodiversity, while permitting the characterisation of soil properties.



ANTI-CORRUPTION

Principles:

10

Companies should combat corruption in all its forms, including extortion and bribes.



Principles:

10. Companies should combat corruption in all its forms, including extortion and bribes.



PRÉMIO TÁGIDES 2021

ANTI-CORRUPTION

The BEL Group commits to combating corruption in all its forms. It is an action principle reflected in the Code of Ethics and Conduct and which orients all the companies of the group towards a duty of rigorous, transparent action and in cooperation with the authorities and with civil society.

In 2021 the BEL Group thus created an organic structure exclusively dedicated to the treatment of compliance issues with the objective of reinforcing the ethical-normative pre-existing conformity programme, namely as regards the integration of measures stipulated in the recent National Anti-corruption Mechanism and the respective General Regime for the Prevention of Corruption. These legal measures at least include:

A corruption and associated infraction risk prevention plan, code of conduct, training programme and internal complaints channel (cfr. Law-Decree n.º 109-of 20 December).

The aforementioned structure has, as its priority mission, a revision of the risk prevention plan on corruption in force, compliance and monitoring of the highest standards of ethical-normative behaviour, including the detection of indication of illicit practices, in all the companies of the Group, which covers the respective Boards, collaborators or stakeholders in general and also the carrying out of due diligence incident, curriculum and reputation of the business partners, inclusively through the analysis of its financial declarations.

In 2021 the BEL Group became associated with the “Tágides” award, created by the #freemycountryfromcorruption movement, established by civil society to disseminate a reflection on this issue among the Portuguese people, and stimulate cooperation around experiences and solution for the prevention and combat of corruption, and promote integrity and transparency in all sectors of society.

DECLARATION OF ONGOING SUPPORT TO THE GLOBAL PACT



To our interested parties:

I have the honour and the pleasure of confirming that the BEL group reaffirms its support to the Ten Principles of the United Nations Global Pact on human rights, work, environment and combat against corruption.

In this Communication on Progress Annual Report, we describe our actions to continually improve the integration of the Global Pact and its principles into our business strategies, in our organisational culture and in our daily operations, and we also commit to sharing this information with our interested parties through our main channels of communication.



Carnaxide, 10 January 2022.

Chairman of the Board of Directors and the Executive Committee of the BEL Group

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MISSION, VALUES AND PRINCIPLES

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COMMUNICATION ON
PROGRESS REPORT
2021



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