



INNOVATION POLICY

With its Core Business being the production and sale of Aniline and its Derivatives (Organic Chemical Products), as well as Chlorine and Soda and their Derivatives (Non-organic Chemical Products), and due to the pace of change in the current business climate, innovation is a central feature of the BONDALTI CHEMICALS, S.A. strategy.

This strategy is carried out on the basis of certain values that promote innovative initiatives, such as:

- The systematic concern for **learning** and for **continuous improvement**
- The transversal **sharing** of relevant **information**
- **Initiative** and **pro-activity**
- The **delegation of competencies and responsibilities**

Based on these values for innovation, in compliance with the requirements of the reference standard, we aim:

1. To organise and manage the RDIMS (Research, Development and Innovation Management System), with a view to creating innovative ideas that can be turned into value-generating projects;
2. To ensure the projects are adequately planned, executed and controlled and that there is careful provision of resources, with strict observation of the regulatory, technical and standard requirements applicable to our activity;
3. To encourage Employees' motivation, creativity and qualification, in order to continuously promote a culture of rigour and an environment capable of generating scientific and technological knowledge.
4. To promote cooperation in innovation projects with the Skills Centres in order to guarantee a sustained presence in the world chemical industry, exploring growth opportunities in organic and non-organic chemistry.

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João Fugas
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