



ChronoSurveys Lda
Sustainability statement

October 2016

Internal document

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Introduction

Our company's goal is to become a reference in geological consulting in a sustainable way, by promoting sustainable practices among our stakeholders. We aim achieve this by using and promoting local physical and human resources as much as possible and act responsibly towards the environment and society.

Ethics

Business integrity

ChronoSurveys Lda (or company used hereafter) commits to act with maximum transparency and honesty and to fulfil its goals following an ethical process at all times.

Disclosure of information and intellectual property

It is ChronoSurveys Lda policy to sign a Confidentiality Agreement with its partners and customers. Disclosure of information and intellectual property may happen with written authorisation of the other part and only in particular situations (e.g. joint publication of results for scientific purposes).

Labour

ChronoSurveys Lda is committed to observance of human rights in all its activities. ChronoSurveys Lda complies with legal regulations for terms of employment and labour conditions according to Portuguese and EU laws and regulations.

Employee freedom

Employees are fully free in their choice of labour acceptance. Employees are also free to discontinue employment and to leave the company in conformity with the terms arranged between the company and the employee, according to Portuguese law. ChronoSurveys Lda promotes freedom of association for its employees.

Child labour

ChronoSurveys Lda does not use, approve or supports child labour in any way. The company will refrain from using or providing services or products to and from institutions or individuals that make use of child labour.

Working hours and wages

ChronoSurveys Lda abides to Portuguese law. Working hours, holidays and wages are agreed on employee acceptance of employment contract. Any changes to the initial agreement are discussed and agreed between parties in a timely manner.

Equal opportunities

Equal opportunities are strongly supported by our company and no discrimination of any kind in employment and labour conditions will be made or tolerated. Pregnancy and delivery, maternity leave, civil and military service will be respected and promoted.

Health and Safety

ChronoSurveys Lda health and safety policy complies with applicable legislation and regulations.

Occupational safety and health

ChronoSurveys Lda is committed to reduce risks for employees during execution of their activities, such as fieldwork, work with and exposure to hazardous substances, machine safety, safety devices and any other hazardous activity.

Employees are informed and trained for any all types of activities, especially hazardous ones, and must abide to the applicable regulations.

ChronoSurveys Lda enables its employees to work actively on their health and lifestyle and respects sickness absence according to Portuguese law.

Emergency response

First aid is available on ChronoSurveys' Lda offices and where ChronoSurveys Lda is responsible for the work and activities such as field work locations or laboratories. Whenever justified by the number of employees, training of first-aiders will be provided. Similarly, relevant exercises for personnel are also organised such as fire response. Work related out-of-office activities need to be communicated to fellow employees in written form.

Environment and research

ChronoSurveys Lda is committed to reduce its environmental footprint and promote good practices among its stakeholders.

Mobility

Travel is reduced to mandatory situations. Usage of video conference, goto meeting or other systems that allow remote meetings are promoted.

Sustainable purchasing

We source locally except when the equipment or material is not available in country. In those situations we preferentially use local vendors that import the goods. During 2016 we were able to source locally nearly all of our lab material needs, office paper, internet/phone services and fuel. The remaining items were purchased to local vendors.

Engagement with local business and institutions

We are actively engaged with Portuguese Universities in several research and training projects. Specifically we supervise MSc and undergraduate theses, participate in student activities as invited speakers and publish scientific articles regularly with Portuguese and foreign researchers.

Abroad we use local business partners as liaison officers with clients. Whenever possible we pass on the knowledge gained to those partners.

Recycle, Reuse, Reduce

ChronoSurveys Lda aims to recycle all the materials used, using dedicated recycling flow lines available locally. ChronoSurveys Lda also aims to reduce waste by using preferentially digital formats in the office. ChronoSurveys Lda allows clients to choose paperless deliverables (Reports via secure website Vs hardcopies). ChronoSurveys Lda reduces and reuses lab materials whenever that does not compromise the quality of the results.

Almada, 17th October 2016



Sara Delgado

ChronoSurveys' Lda Managing Director