

Tradição do Futuro

115
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2024

JOSÉ DE MELLO GROUP NEWS



BONDALTI



Lifthium



CUF Inspira with strong social impact

THE CELEBRATION OF FIVE YEARS OF CUF'S CORPORATE
CITIZENSHIP PROGRAMME WAS MARKED BY A
RETROSPECTIVE THAT REINFORCES THE COMPANY'S
ALIGNMENT AND COMMITMENT TO SUSTAINABILITY



José de Mello returns to Avenida
24 de Julho headquarters

Antonio Díaz: "Teamwork
is essential"

WineStone with harvests
from north to south

News

● JOSÉ DE MELLO RETURNS TO THE AVENIDA 24 DE JULHO HEADQUARTERS



After 10 months of construction work, the José de Mello team members have returned to completely renovated headquarters, where every detail has been planned to create a more welcoming, agile, flexible and collaborative environment. The return, under the theme "A space that brings us together", was celebrated on July 9,

at an event that included an inspiring speech by conductor Martim Sousa Tavares, entitled "The Orchestra – our workplace", guided tours of the new spaces and a moment of celebration and conviviality during a cocktail served by Café Joyeux Portugal, a charity project that employs people with intellectual and developmental difficulties.



● ECOVADIS HONOURS BONDALTI



For the fourth year running, Bondalti has received the platinum medal from EcoVadis, the highest award given by this international platform dedicated to assessing the sustainability of companies. Compared to the previous year, the company increased its score from 82 to 83 points (on a scale of up to 100), reinforcing its position in the Top 1% of companies in the sector.



CUF PALLIATIVE CARE UNITS ONCE AGAIN RECEIVE EUROPEAN ACCREDITATION OF EXCELLENCE



The Palliative Care Units at CUF Tejo Hospital and CUF Porto Hospital were distinguished, for the third time in a row, as Integrated Oncology and Palliative Care Centers by the European Society for Medical Oncology (ESMO). This distinction is a testament to the high quality and clinical excellence of the palliative and supportive care provided to cancer patients and their families.

RAVASQUEIRA WINES WIN TWO SPECIAL AWARDS

Ravasqueira's Grande Reserva Brut Nature 2015 sparkling wine was considered one of Portugal's best sparkling wines in the Brut Experience 2024 international competition. Produced exclusively from the Alfrocheiro grape variety, it is a gastronomic and elegant wine that stood out for the second year running, with 95 points out of 100.

Heritage Rosé 2022 was recognized as "Best Rosé Wine" and awarded the

Golden Drum at the 5th edition of the Wine Competition - Escanções de Portugal, organized annually by the Associação dos Escanções de Portugal.



BONDALTI WATER INSTALLS DESALINATION PLANT AT PESTANA HOTEL GROUP

In July, Bondalti Water completed the installation of a seawater desalination system for the Pestana Hotel Group, which will ensure greater sustainability in the irrigation of green spaces and maintenance of freshwater swimming pools at six tourist units in the Algarve. The system has a daily production capacity equivalent to what around five thousand people consume on average every day in Portugal.



KIDS HAVE A NEW SPACE IN THE COLIBRI AREAS



Since July, trips on Brisa highways have been more fun for children.

The new Kids Spaces have opened, available in 27 locations across the country, including the MiniGym and MiniTeca. See the new spaces [here](#).

BRISA NETWORK REINFORCES ELECTRIC VEHICLE CHARGING STATIONS

The Grândola, Santarém, Mealhada and Antuã service areas are now equipped with 14 new electric vehicle charging stations, each allowing two vehicles to be charged simultaneously. With these new stations, the highways in the Brisa network now have 150 charging points.



CUF LAUNCHES APP TO STRENGTHEN CONNECTION WITH COLLEAGUES

The new CUF Connect app, launched on September 4, gives team members easy access to the intranet, with all the useful information for their day-to-day work, whether it's training, press releases or human resources information, as well as the most relevant and recent events.

cufconnect



NEW BOOK HIGHLIGHTS THE CUF GROUP'S IMPACT ON THE PORTUGUESE ECONOMY

"The Impact of the CUF Group on the Portuguese Economy in 1973" is the theme of the latest book launched by the Amélia de Mello Foundation. Written by economic historian and NOVA SBE lecturer Luciano Amaral, the book is available as a free e-book and can be read [here](#).

CUF CUSTOMERS CAN NOW READ NEWSPAPERS AND MAGAZINES ONLINE FOR FREE

Two CUF units, CUF Descobertas Hospital and CUF Leiria Clinic, are testing free access to Pressreader, a digital platform that allows you to read more than 7000 newspapers and magazines on any smartphone, tablet or laptop.

JOSÉ DE MELLO GROUP VOLUNTEER PROGRAMME ENTERS ITS 14TH YEAR

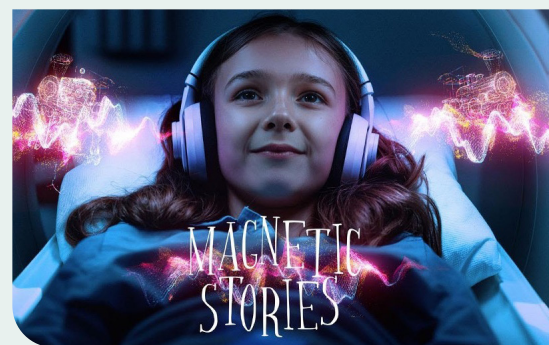
It is one of the largest and oldest corporate volunteering programmes in our country, with 600 team members signed up, and it is moving forward to another edition. The José de Mello Group Volunteer Programme currently has 20 partner institutions, including Pedalar Sem Idade Portugal, Associação CAIS and Apoio à Vida, which joined the programme in 2024. Applications for new volunteers are ongoing - see [here](#) how you can be part of this initiative with a strong impact on society.



CUF COLLABORATES WITH AWARD-WINNING PROJECT ON MAGNETIC RESONANCE IMAGING

The Imaging teams at CUF Descobertas Hospital and the Marketing and Customer Experience department supported the creation of Magnetic Stories, a project that won seven awards at the world's biggest creativity festival, The Cannes Lions International Festival of Creativity 2024. Through children's

stories that incorporate the noises of the machines, this project aims to improve the experience of children during MRI scans. Watch the project video [here](#).



BONDALTI WATER HAS NEW FACILITIES



Last July, Bondalti Water's new facilities in Campo Raso, Sintra, went into full operation. This move allowed the available area to be tripled and boosted synergies between teams, which are now operating in the same place.

APPLICATIONS OPEN FOR 2024/2025 SCHOLARSHIPS

The Amélia de Mello Foundation has started the application process for Scholarships for the 2024/2025 academic year, aimed at supporting the development and training of children of employees of José de Mello Group's companies who want to obtain a bachelor's or master's degree. Applications are open until September 20. Regulations available [here](#).

JOSÉ DE MELLO AND TUMO LISBOA SIGN PROTOCOL

José de Mello is officially a partner of TUMO Lisboa, an innovative and free educational programme that aims to guarantee equal opportunities and social mobility for young people between the ages of 12 and 18. At the invitation of Pedro Santa Clara, the project's founder, Salvador de Mello and Pedro Rocha e Melo visited TUMO Lisboa's facilities at the Beato Creative Hub on July 29, and signed the partnership protocol between José de Mello and TUMO Lisboa.



CUF Inspira with strong social impact

The celebration of five years of CUF Inspira, CUF's corporate citizenship programme, was marked by an impact assessment carried out by a specialist consultancy, the results of which are positive and reinforce the alignment and commitment of the company's strategy to sustainability.



4.1 out of 5. This was the overall assessment by thousands of stakeholders of the first five years of the CUF Inspira programme, an initiative that reinforces CUF's commitment to the humanist values on which it has always stood. Sustainable development is a global priority and, at the same time, an unwavering commitment for CUF, which has excelled in implementing internal and external programmes in the environmental, social and economic fields.

The recent impact assessment report of the CUF Inspira Programme shows how CUF is dedicated to promoting sustainable practices, focusing on both the well-being of its employees and the balanced development of the communities where it operates. The results of the document involved customers, employees, managers, local authorities, suppliers and partners.



In line with the genesis of CUF and the José de Mello Group, Internal Social Responsibility is a priority. The promotion of a healthy and inclusive working environment that aims to reconcile personal and professional life is an example and is felt on a daily basis, underpinning CUF's certification as a Family Responsible Entity (EFR), as is also the case at José de Mello, Bondalti and Brisa.

The report's data shows a positive scenario, in which 7 out of 10 employees are satisfied or very satisfied with the work-life balance measures implemented.

Ethics and human rights also play an important role in the field of socially responsible action. Considering the universe of employees, the report shows that CUF Inspira is very relevant in the alignment of CUF's management, ethics and values. In addition, around 65% of employees have a high level of knowledge of the code of conduct policies and 66% have participated in specific training between 2021 and 2023, totaling 4,631 participants.

CUF wants to develop proximity to the communities where it operates and has therefore invested in community investment initiatives as diverse as the management training programme for social organizations or the mental health programme for 2nd and 3rd cycle schools, S'cola. In 2023, CUF Inspira had a significant impact on 302 organizations, promoting training in areas such as health and management.

In the environmental field, the programme reinforces the adoption of a set of measures for various limited resources, from the efficient use of water to food

waste, reinforcing the company's commitment to minimising the ecological impact of its operations. Once again, the success of the initiatives can be seen in the data. Stakeholders have a positive perception of CUF as a company that cares about the environment. Customers, suppliers, local authorities and partners consider CUF to have a high level of concern for environmental sustainability, 4.3 out of 5.

The importance of the corporate citizenship programme is well reflected in a statement by one of the respondents to the impact assessment: "CUF has always had a great reputation in clinical terms and today the reputation is broader, internally and externally, partly thanks to the CUF Inspira Programme". CUF Inspira will therefore continue to create impactful solutions.

A more sustainable and inclusive future for all. This is the focus of CUF and, from a broader perspective, of the entire José de Mello Group.



"Scholarships for Inclusion" is CUF Inspira's latest initiative, which will cover the costs of attending social, educational or training establishments or programmes for dependents of CUF employees, with a disability of 60% or more and aged between 16 and 30, with a view to their inclusion.

3 QUESTIONS FOR

Mariana Ribeiro Ferreira
Director of Corporate Citizenship
at CUF



01. How does CUF Inspira align with CUF's overall sustainability and social responsibility strategy?

The CUF Inspira Programme has made it possible to reinforce the CUF brand's positioning as a trusted brand, one that's inspiring and close to its employees, clients and the communities in which it operates, materialising its values through corporate responsibility and sustainability initiatives. On the other hand, the Programme is a public affirmation of CUF's commitment to the pillars of sustainable development, as shown by the CUF Sustainability Policy in 2023, which lists a series of commitments aimed at people's well-being, health and development, as well as the preservation of natural resources.

02. Why is it crucial for CUF to strengthen its proximity to the communities where it operates?

Companies are called upon to intervene to solve social and environmental problems. Many of these challenges are complex and partnerships are the best approach to address them. It therefore seems crucial to us that CUF be an active agent in promoting the development of the communities where it operates, in close coordination with local authorities. In line with CUF's history, we have been activating impactful local partnerships that promote the common good and the development of local communities, addressing their real concerns and needs.

03. What new areas or initiatives is CUF Inspira exploring for the coming years?

CUF Inspira will naturally accompany CUF's organizational dynamism, maintaining its focus on people and their well-being, consolidating its links with communities so that it is perceived at a national level, and also developing more projects with an environmental impact directly linked to clinical and care activities.

“Teamwork is essential”

Between 2016 and 2019, Antonio Díaz actively participated in the project of the construction of the Bondalti plant in Torrelavega. He currently coordinates the plant and a team of 45 people that strive to attain ever-ambitious goals in an industry that is constantly changing.

How did you get started in engineering?

My passion for engineering began at an early age. When I was little, my favourite gifts were the miniature cars that I would immediately take apart to find out what they looked like inside. I think all engineers are curious like that. As the years went by, industrial electronic engineering began to capture my attention and, during compulsory military service, I applied for a position as an engineer at a large company in the chemical sector, where I worked for 31 years.

You have actively participated in the project of the Bondalti plant in Torrelavega, which you run today. What were the biggest challenges that you faced during this process?

The first challenge was the construction process itself. Implementing structures in an industry with strict safety criteria required lightning-fast decision making. In addition, managing a team of 45 people effectively was crucial. I decided to set up collective training sessions to ensure that everyone was properly integrated and aware of the processes, that is, capable of making the best decisions. Today, the team knows the facilities like their own homes. I'm extremely proud of our team. Over the last five years, we've overcome every challenge, almost like a family.

Antonio Díaz

Director of the Bondalti plant in Torrelavega, Cantabria.

- Was born in Santander but grew up in Torrelavega, where he still lives
- A fan of motorcycles, he often rides with his wife and friends
- Has a caravan by the beach where he hosts friends and family
- Enjoys woodworking



What do you think Bondalti's most distinctive features are?

Accepting the invitation to join Bondalti was one of the best decisions of my career, above all because of the values that the company promotes. First of all, placing trust in people. Bondalti trusts its team members and this plays a fundamental role in our self-esteem and in making us better professionals. In addition, the company has a keen industrial vision, and is always abreast of trends and innovations in the market, never settling for second or third place. It's the kind of mentality that really keeps us motivated.

What career advice would you give to young engineers who are just starting out, especially in the chemical sector?

My first piece of advice is not to limit yourself to what you've studied. Be curious and value all fields. It's essential to find motivation for every task within yourself, because circumstances don't always allow you to work in the field you were trained in. Secondly, they need to be well trained, and to know their responsibilities inside out, especially in this industry. Finally, I think it's essential to find a good working environment. Money is important, but teamwork is fundamental.

The Harvest from north to south

Harvest season marks the end of one cycle and the beginning of another, and this year it has special significance: it's the 22nd harvest at Ravasqueira, but the first in which our winemaking team, led by David Baverstock, picks grapes in the four wine regions where WineStone operates, from the north to the south of the country, in some of the best national terroirs.

This year we started the harvest in Lisbon, more specifically in Pancas, Alenquer, in the August 20, with the first Chardonnay grapes of this season.

In Ravasqueira, our southernmost point, the first Alvarinho grapes arrived from Vinha do Monte, carefully harvested by hand and included in the Reserva da Família blend. These are grapes with a great freshness and minerality that have continued to prove their excellence for over 20 years.

At Quinta do Retiro Novo, at a distance of more than 400 kilometers to the north, the hot weather brought the staff out to the vineyard earlier in the year. That's how, in the Douro, in the Cima Corgo area, we began another of the hundred or so harvests that are part of this quinta's history. Harvesting vines of this age is especially intimidating, but above all, exciting.



David Baverstock
Chief Winemaker at WineStone

At Quinta do Côtto, another Douro terroir, and at Paço de Teixeira, where the Vinho Verde wines have the distinctive character of the schist soils of Baião, the vines are more laborious.

This is part and parcel of how things go in the wine world: slowly, in tune with natural rhythms, but always under the supervision of the Winestone winemakers: Ana, Vasco, Francisco and Mafalda.

Quiz

A look at our harvest

1 Which grapes are harvested first?

- a. Those used for Port wines
- b. White grapes
- c. Red grapes
- d. It doesn't matter

2 In how many regions is WineStone present?

- a. 3
- b. 4
- c. 5
- d. 2

3 What is the reference grape variety at Paço de Teixeira?

- a. Avesso
- b. Loureiro
- c. Alvarinho
- d. Trajadura

4 From which of the WineStone estates do the centuries-old Port wines of Krohn Ports originate?

- a. Quinta do Côtto
- b. Quinta do Retiro Novo
- c. Quinta de Pancas
- d. Paço de Teixeira

5 What do you call the party at the end of the harvest in the Alentejo?

- a. Desgarrada
- b. Adiafa
- c. Vinharada
- d. Forróbodó



Find out more about WineStone [here](#).

Key

1. b) / 2. b) / 3. a) / 4. b) / 5. b)

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JOSÉ DE MELLO