



PEDRO COSTA FREIRE
CONSTRUÇÕES, S.A.



INDUSTRIAL WELDING SOLUTIONS

WELDING SOLUTIONS | MANPOWER | SKILLED WORKERS

INDUSTRIAL | CONSTRUCTION | PROJECTS

JANUARY 2015





1. WHO WE ARE |

WHO WE ARE |

13 YEARS OF EXPERIENCE OFFERING SOLUTIONS AND SERVICES, **PCF – CONSTRUÇÕES SA**, HAS BECOME A SPECIALIZED COMPANY IN THE SECTOR, RECRUITING IN PORTUGAL THE BEST PROFESSIONALS FROM DIFFERENT SPECIALTIES.

WE GUARANTEE A FAST AND EFFICIENT SERVICE THROUGH CLOSE MONITORING OF WORKERS IN THE INTEGRATION PROCESS IN THEIR WORKPLACE, TO ENSURE AN EASY ADAPTATION AND MAINTAINING A GOOD LEVEL OF PRODUCTIVITY. OUR CUSTOMERS WILL ALSO BE PRIVILEGED IN THIS MONITORING.

TOGETHER WITH OUR CUSTOMERS, WE HAVE ESTABLISHED PARTNERSHIP RELATIONS IN ORDER TO ACHIEVE HIGH LEVELS OF SATISFACTION WITH SERVICES RENDERED.

THE KNOWLEDGE OF MARKET NEEDS, MAKES **PCF – CONSTRUÇÕES SA** YOURS BUSINESS PARTNER:

- PRESENCE ALONG EUROPE
- INDUSTRIAL PROJECTS
- SKILLED WORKERS
- WELDING PROCEDURES
- AMBITION AND DESIRE TO BETTER SERVE



2. MISSION |

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THE MISSION OF **PCF - CONSTRUÇÕES SA** IS TO UNDERSTAND AND MEET BUSINESS NEEDS, PROPOSING PRACTICAL SOLUTIONS TO MEET THEIR DEMANDS WITHIN THE LABOR MARKET. SO, ONCE CERTAIN REQUIREMENTS ACCORDING TO THE COMPANY'S CULTURE, THE CONSULTANTS **PCF - CONSTRUÇÕES SA** BEGIN THE PROCESS OF LOOKING FOR CANDIDATES SKILLED IN THE SEGMENTS YOU WANT.

TO US, THE FUTERE OF BUSINESS DEPENDES ON THE SUCCESS OF ITS EMPLOYEES AND THE EFFICIENCY AND SPEED OF SELECTION PROCEDURES ARE ESSENTIAL TO PROVIDE THE REQUESTED SERVICES.

THERE FORE, THE WHOLE TEAM IS AVAILABLE FOR CUSTOMERS TO PROVIDE THEM WITH ALL REQUESTED INFORMATION ON THEIR SECTOR OF ACTIVITY AND ITS EVOLUTION, STUDYING AND PLANNING THE NEEDS OF ORGANIZATIONS IN HUMAN RESOURCES AND PROPOSE SOLUTIONS FOR THEM.



3. ADVANTAGES | 4. SOLUTIONS |

3. ADVANTAGES |

- FLEXIBLE AND EXPEDITE THE WORK OF EMPLOYEES
- SUPPLEMENT THE WORKFORCE PLAN
- SAVE TIME AND REDUCE COSTS OF RECRUITMENT AND SELECTION
- AVOID SPENDING ON MANAGEMENT AND PERSONNEL ADMINISTRATION
- KEEPING UP THE PACE OF THEIR COMPANY
- ENSURE CONTINUITY OF PRODUCTION
- PAYING ONLY THE WORK DONE
- IMPROVING THE COMPETITIVENESS OF THE COMPANY

4. SOLUTIONS |

WE HAVE OUR RECRUITING CENTER IN SEIXAL, LISBON METROPOLITAN AREA, FACILITATING THE CONTACT AND REGISTRATION OF OUR PROFESSIONALS.

WE FULL FIL ALL REQUIREMENTS AND LEGAL OBLIGATIONS, ENSURING SIMPLE AND EFFECTIVE ADMINISTRATIVE PROCESSES.

WE PAY THE SALARIES AND SUBSISTENCE (IDPs) IN TIME, TO ENSURE THE SATISFACTION OF OUR EMPLOYEES.

WE HAVE LEGAL ADVICE TO ENSURE COMPLIANCE WITH ALL LEGAL OBLIGATIONS.



5. OUR AREAS OF ACTIVITY |

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OUR COMPANY IS DEDICATED TO RENDERING VARIOUS TYPES OF TECHNICAL INDUSTRIAL SERVICES, NAMELY:

- ASSIGNMENT OF ALL TYPES OF PERSONNEL.
- INDUSTRIAL ASSEMBLY AND MAINTENANCE.
- CIVIL CONSTRUCTION AND PUBLIC WORKS.
- BOILER MAKING.
- QUALIFIED WELDING (INCLUDING PROJECTS AND WPS).
- CONSTRUCTION AND ASSEMBLY OF METALLIC STRUCTURES.
- CONSTRUCTION AND SHIPBUILDING

WE WORK FOR ALL TYPES OF INDUSTRY IN PORTUGAL AND THROUGHOUT THE REST OF EUROPE IN VARIOUS SECTORS, NAMELY:

- | | |
|----------------------------|---|
| • REFINERIES; | • CEMENT INDUSTRY |
| • OIL PLATFORMS; | • AUTOMOBILE INDUSTRY |
| • CHEMICAL INDUSTRIES; | • STEEL WORKS |
| • PETROCHEMICAL INDUSTRIES | • PIPING (PRE FABRICATED AND ASSEMBLY) |
| • SHIPBUILDING | • METALLIC STRUCTURE (MANUFACTURE AND ASSEMBLY) |
| • FOOD INDUSTRY | • REPAIR |
| • BOILER MAKING | • ASSEMBLY OF MECHANICAL EQUIPMENT |
| • PULP AND PAPER INDUSTRY; | • INDUSTRIAL MAINTENANCE |



6. OUR TEAMS |

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ALL OUR STAFF MEMBERS ARE VASTLY EXPERIENCED IN THEIR PROFESSIONS, EXECUTING NUMEROUS JOBS ALL OVER PORTUGAL AND EUROPE. WE OFFER A VAST NUMBER OF QUALIFIED WORKERS FROM VARIOUS PROFESSIONS, SUCH AS:

- TEAM LEADERS
- JOB INITIATORS
- JOB SUPERVISORS
- QUALITY CONTROL
- ENGINEERS
- QUALIFIED PIPE FITTERS
- TIG + ARC PIPE WELDERS
- STRUCTURE WELDERS
- TIG WELDERS (ALLOYS)
- MIG/MAG WELDERS (SEMI-AUTOMATIC)
- ASSEMBLERS
- QUALIFIED BLACKSMITHS
- EQUIPMENT MECHANICS
- INDUSTRIAL ELECTRICIANS
- ASSISTANTS - VARIOUS ACTIVITIES

IN THE MORE DEMANDING PROFESSIONS OUR STAFF BOASTS THE SKILLS REQUIRED BY LAW OR INTERNATIONAL STANDARDS, NAMELY:

- WELDER QUALIFICATIONS FOR VARIOUS TYPES OF MATERIALS AND PROCEDURES
- INDUSTRIAL ELECTRICIANS QUALIFICATIONS
- WHENEVER POSSIBLE, WE ALWAYS SEEK TO SEND QUALIFIED PERSONNEL WITH KNOWLEDGE OF OCCUPATIONAL HEALTH PROCEDURES (VCA)



7. INTERNATIONAL PROJECT |

WE OPERATES WITHIN VARIOUS SECTORS OF THE METAL-MACHINERY INDUSTRY, BOTH NATIONALLY AND INTERNATIONALLY, GUARANTEEING AN EFFICIENT RESPONSE TO THE NEEDS OF COMPANIES BY PLACING QUALIFIED PERSONNEL.

GIVEN TODAY'S DYNAMIC ENVIRONMENT WITHIN COMPANIES AND THEIR NEEDS REQUIRING RAPID SOLUTIONS, WE TAILOR OUR POLICIES TO THE CUSTOMER.

OUR VALUES INCLUDE BUILDING A RELATIONSHIP OF CONFIDENCE AND CONTINUITY ULTIMATELY GEARED TOWARD ADDING VALUE TO OUR CUSTOMERS' BUSINESSES.

SEIXAL | PORTUGAL | 2015



PEDRO COSTA FREIRE
CONSTRUÇÕES, S.A.





9. ATTACHEMENTS | NEN 4400-2

Certificaat

Safex Certificatie te Ridderkerk
 declares that on 28-03-2014

Pedro Costa Freire-Construções S.A.
In Amora te Portugal

proved to comply to a sufficient extent with the requirements with
 regard
 to income tax and sales tax payments, the inspection on identity and
 the legitimacy of employment
 in The Netherlands and the law on minimum wages and minimum
 holiday pay,
 as determined in NEN 4400-2.

The inspection findings are listed in the inspection report as a part of
 this inspection
 certificate dated 11-02-2014, drawn up by Mr. D.J. van de Kerke.

This inspection certificate admits registration in
 the register of Dutch Labour Standards, to be consulted at
www.normeringarbeid.nl

Date issue inspection certificate. 02-04-2014	
Inspection certificate no.	NEN 13073177
Chamber of Commerce no.	55738028
Income tax no.	NL 823447.364 L01
Sales tax no.	PT 504340280

Drs. D.J. van de Kerke MBA.SHE.
 Managing director





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www.safexcertificatie.nl





10. ATTACHEMENTS | PME LÍDER



Certifica-se que a empresa **Pedro Costa Freire - Construções, S.A.** foi distinguida pelo IAPMEI, pela qualidade do seu desempenho e perfil de risco, como **PME Líder 2014**.

3 de Novembro de 2014

Miguel Cruz

Presidente do Conselho Diretivo do IAPMEI



MINISTÉRIO DA ECONOMIA



1 1 . ATTACHEMENTS | SNA (HOLLAND)

Verklaring van registratie

Stichting Normering Arbeid  **De Norm voor betrouwbaarheid**

Het bestuur van de Stichting Normering Arbeid verklaart dat

Pedro Costa Freire Construcoes SA

AMORA

voldoet aan de normen zoals vastgelegd in NEN 4400-2 en is opgenomen in het Register Normering Arbeid.

Het register is te raadplegen op www.normeringarbeid.nl.

Deze verklaring is alleen geldig in combinatie met vermelding in het register.

Aanpassingen in het register vinden dagelijks plaats.

Stichting Normering Arbeid

Datum: 16-2-2015

Drs. H.M.F. Bruls
Voorzitter

KvK nr.: 55738028
Loonheffingannr.: 823447364
Omzetbelastingnr.:

Stichting Normering Arbeid
Postbus 90154, 5000 LG Tilburg



12. ATTACHEMENTS | NEW CERTIFICATIONS

WE ARE WORKING AT THIS MOMENT, IN THE IMPLEMENTATION OF TWO NEW CERTIFICATIONS SYSTEMS, SUCH AS:

- ISO 9001 (PRE AUDIT),
- VCU (IN IMPLEMENTATION),

THIS TWO CERTIFICATIONS WILL GIVE US THE POSSIBILITY TO IMPROVE OUR SERVICES TO HIGHER LEVEL OF DEMANDING CLIENTS.



13. NOTES: