

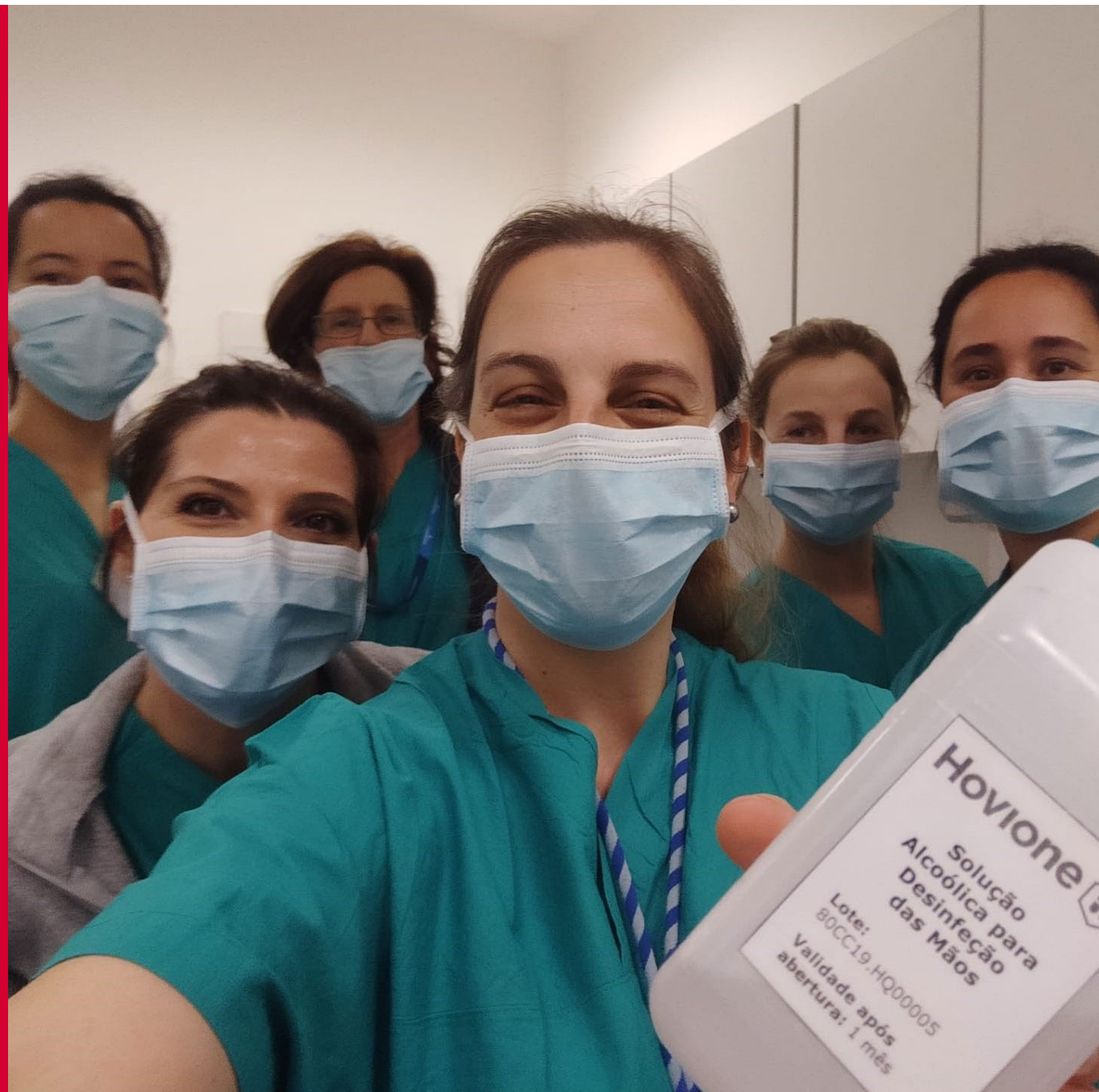


In it for life

COVID-19: Hovione Crisis Response

PrepCom Team

Updated: April 2020



Introduction

Having a manufacturing site in Macau allowed Hovione to be exposed earlier to COVID-19 and to the organizational key challenges

- 4 manufacturing facilities (Portugal, Ireland, Macau, US)
- Over 1700 workforce
- Manufacturing of life saving Active Pharmaceutical Ingredients and Drug Product Intermediates

This document is meant to share Hovione overall action plan to protect our Team Members, customers and business, and will be focused on four main topics.

01

Preparedness
Committee

02

Planning
& Executing

03

Communication

04

The New Normal

01. Preparedness Committee

(a.k.a PrepCom)



Preparedness
Committee



Planning
& Executing



Communication



The New Normal

Based on Macau's experience Hovione was able to proactively set cross-functional COVID-19 response teams working in different workstreams. Promoting responsibility, agility and full transparency.

PrepCom, a cross-functional COVID-19 Response Team created to prepare the company to deal with this crisis



Preparedness Committee

- PrepCom had direct responsibility in Portugal facilities: adoption of specific measures were delegated to the individual sites in coordination with PrepCom
- Work fronts were split in different Workstreams (WS)



- Teams organized by key roles and WS



WS#1

Local HSE, Corporate HSE, Medical, HR



WS#2

Local Purchasing, Corporate Purchasing



WS#3

Sales



WS#4

HR, Marketing & Communications

Project Coordinator & Project Sponsor

Each workstream had goals clearly defined



Preparedness
Committee

WS #1 - Health & Safety

1. Follow guidelines from global and health authorities
2. Define contingency plans and guarantee / support implementation
3. Go above and beyond making sure we keep ahead of the curve
4. Guarantee safety measures on the sites and in our operations
5. Support roll-out / adequacy of transversal initiatives to all sites
6. Observe compliance of rules in force and act upon as necessary
7. Support any affected Team Members for health guidance or any request for information
8. Implement welfare services to support TM's managing their personal routines

WS #2 – Supply Chain

1. Access supply plan related with in-source of materials
2. Bridge with Logistics for topics related with Imports and Exports
3. Define action plans to mitigate shortage, guarantee implementation and close monitoring
4. Flag potential risks and define immediate corrective actions
5. Follow respective status

WS #3 – Sales & Customer

1. Understand how customers are being affected
2. Understand how can that affect Hovione (e.g. impact on demand)
3. Flag any potential hot spots related to customers which requires fast action
4. Support Sales team on communication matters with customers

WS #4 – Communications

Internal

1. Manage the internal organizational communication plan
2. Prepare communications to all sites promoting alignment and identification of common subjects that benefit from transversal communication

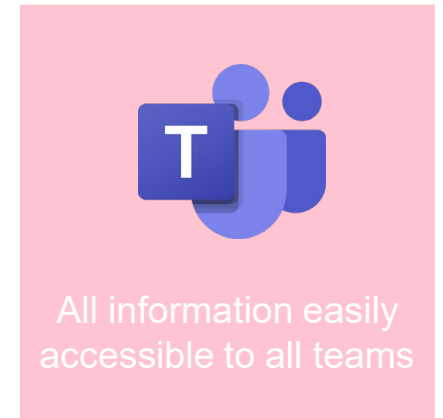
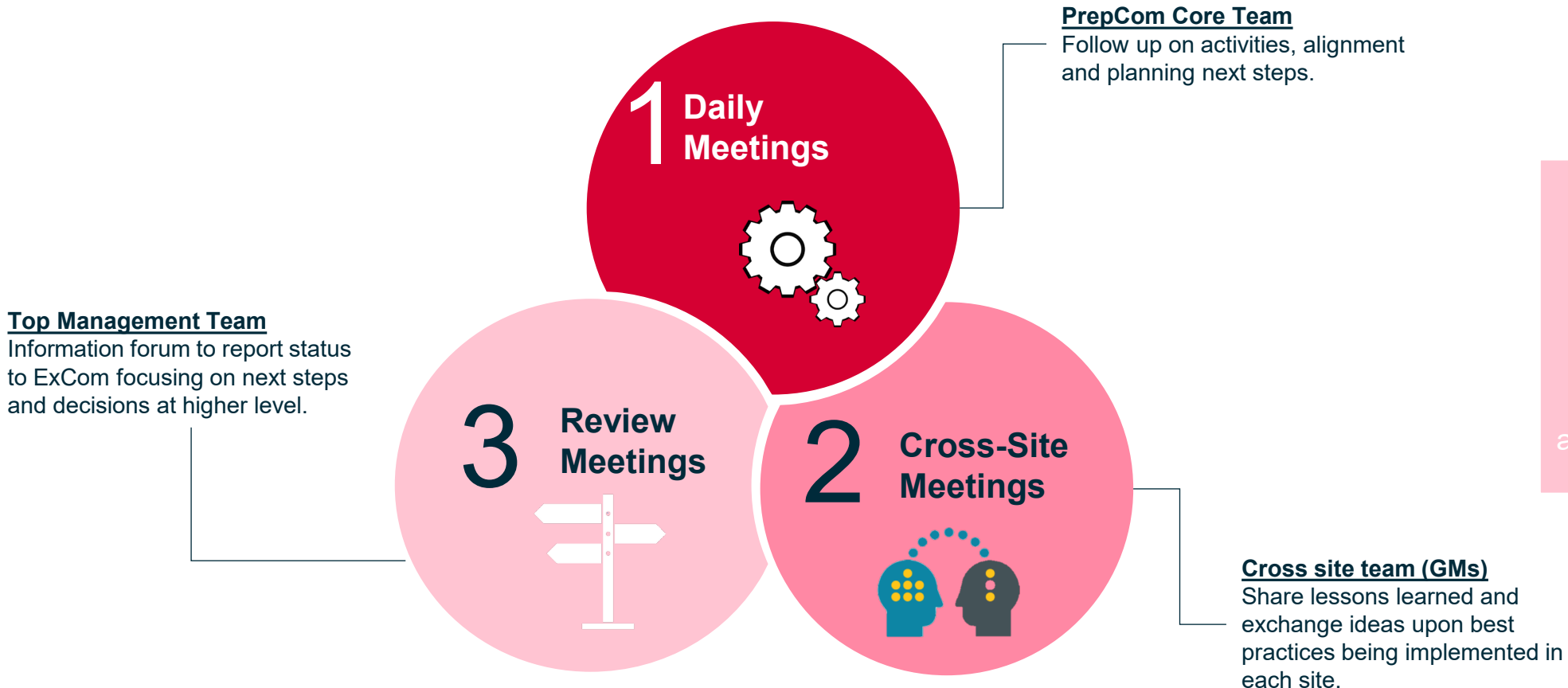
External

1. Guarantee that transversal communication to customers and stakeholders is done at one-voice
2. Prepare communications with relevant information to manage customers and stakeholders' expectations on a regular basis covering all sites

Simple meeting cadence was set in place to allow discussion, alignment and fast decision

01

Preparedness Committee



02. Planning & Executing



Preparedness
Committee



Planning
& Executing



Communication



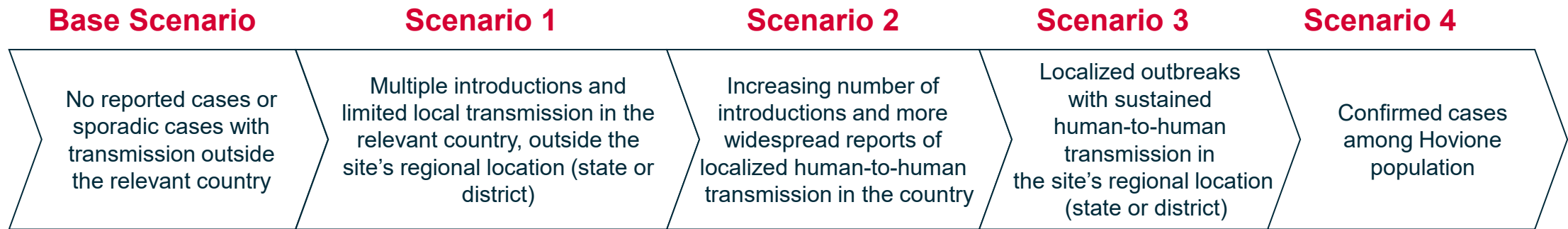
The New Normal

Contingency plans were created and put in place under a risk management approach where priorities were clearly established and tackled upfront.

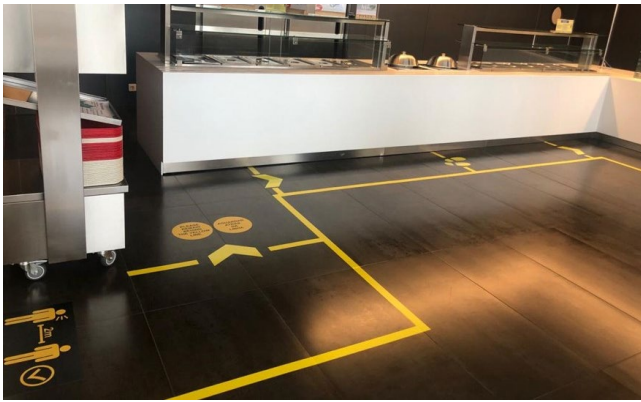
Hovione developed a detailed Contingency Plan to guide us during this pandemic



Planning & Executing



	Base Scenario	Scenario 1	Scenario 2	Scenario 3	Scenario 4
Command and control	Crisis committee activated (e.g. HQ.MAN.CRS001)				
Risk Communication	Weekly internal updates, communiqués Posters with instructions Keep clients informed of potential impact	Maintain reliable internal communication As in Base Scenario	As in Scenario 1 Issue sitewide more frequent communication Follow up contingency plans for critical suppliers	As in Scenario 2	As in Scenario 3
Business Continuity	Identification of materials, PPE, and production plans at risk	As in Base Scenario	As in Scenario 1	As in Scenario 2 Consider to only produce single-source or life-saving products	Scenario 3 Consider to cease production/activity at affected areas
Community measures	Infection prevention and control Social Distancing Avoid travelling	As in Base Scenario Reinforce Social Distancing Identification of isolation rooms Controlled access to facilities	As in Scenario 1 Enforced or voluntary quarantine for suspected cases	As in Scenario 2	As in Scenario 3 All TMs wear PPE



Aligned with the Contingency Plan PrepCom took several measures to protect Hovione Team Members.

People safety



02

Planning & Executing

Remote work

- Only critical functions remained on-site
- Example: +580 people working from home just in Portugal

New rules to use common areas

(canteen, bar)

- Opening hours changed, people split in groups to lunch at different times, capacity reduced by half to guarantee safe distancing, changes in layout, large number of disinfectant dispensers available
- Distribution of cutlery in individual packs, elimination of salad area and distribution of fruit

Daily use of masks

- Masks delivered at the entrance to all people working within the site (depending on the health authority's recommendation in the relevant countries)

Risk groups

- People within the risk groups identified and sent home

Floor and walls safety signs

- Signals for awareness on best hygiene practices distributed along the facilities
- Indication of safe distance in common areas
- Capacity within elevators reduced

Site Disinfection

- Frequency of disinfection of the common areas was increased
- Also implemented a periodic disinfection of the site's exteriors

Limited contact between teams

- Work handover being done remotely
- Workflows within the areas redefined
- Some teams started working in shifts to reduce number of people in small spaces
- Mismatch of shift hours between teams
- Teams divided by colors (to raise awareness to avoid cross contacts)
- Daily log of close and casual contacts
- Lifts occupancy reduced
- Rules in place to limit access to showers

Aligned with the Contingency Plan PrepCom took several measures to protect Hovione Team Members.

People safety

Travelling

- Travel, audits, visits, etc. to Hovione and from Hovione no longer allowed until further notice
- Hovione strongly recommended against personal travel
- Personal travel may lead to the Team Member being asked to self-quarantine for 14 days upon his/her return from travel

Circulation between sites

- Circulation between sites in the same country not allowed
- Exceptions are well defined as well as directional flows

Meeting Rules

- Meeting rooms layout changed to ensure 2 m distance
- Capacity of meeting rooms reduced to half the maximum capacity
- Opening doors or windows recommended to improve ventilation
- Recommendation to avoid face-to-face meetings in favor of remote meetings
- The same principle applied to training sessions – being all face to face training sessions cancelled.

Health Monitoring



Planning & Executing

Health Check Questionnaire

- Online bi-weekly questionnaire to check if people had travelled recently, contacted with a suspect/confirmed case, presenting symptoms
- Daily review of data by HSE, HR and company doctors
- Upon evaluation decision to proactively send people to quarantine and/or to be tested
- When the Team Member must remain at home Hovione bear the base salary for a period of 14 days and/or until the date when the situation is thus recognized by the country health authorities and the medical leave is officially determined.

On-Site Entry Check-up

- When legally permissible daily temperature measurements done to everyone entering on the site (Team Members, visitors and service providers)
- Entry not allowed if temperature is higher than 37.5°C
- External contractors also required to fill-in questionnaires before entering the facilities

In the last 14 days did you come into contact with people/relatives/friends who visited locations identified by your local health authorities as a high-risk area?

Yes

No

Have you been in contact, or shared the same space, with someone who is infected or suspected of being infected with Covid-19?

Yes

No

Risk description

If you have answered positive to any of the risk factors above please provides us with a description.

Se respondeu positivo a alguns dos factores de risco então por favor d'nos uma descrição.

Please check if you have the following symptoms:

Temperature of over 37.5° C (99.5°F) in the last 72h

Dry cough

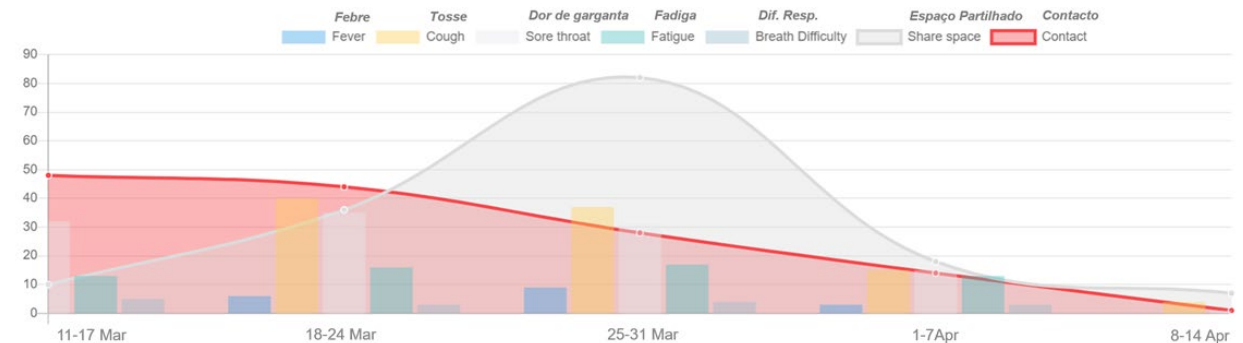
Fatigue

Sore throat

Chest pain - breathir

Loss of taste

Loss of smell



In order to facilitate life of those on site Hovione PrepCom implemented some **welfare services** to its Team Members during the pandemic



Meals & Goods

Access to stores is a risk for infection and online supermarkets are overloaded and taking 2-3 weeks to deliver



In one of our sites we have implemented:

- Daily take-away service for individual/family meals at a symbolic price
- Bi-weekly online shopping and delivery on site for first necessity goods



In order to facilitate life of those on site Hovione PrepCom implemented some **welfare services** to its Team Members during the pandemic



Transport

Public transport and car sharing identified as potential risk for infection



Finance

Individual transport

- People sharing cars were identified and motivated to use individual transport

Public transport

- People with no alternative option than to use public transports were given a safety kit (mask, gloves, disinfectant)
- Capacity of Hovione bus reduced to 1/3 being masks also provided at entry



Several options were given on a site by site basis:

- Anticipation of the holidays allowance
- Transportation allowance for all functions considered critical to be on-site

Remote work a challenge for those at home

02

Planning & Executing



Wellbeing and Safe work environment



Productivity

- Provision of psychological and financial advice (provided by a 3rd party)
- Limit need to come to the facilities (e.g. electronic signatures in place)
- Disinfectant gel available to take home
- People were able to take home their office equipment (monitors, keyboards, chairs)
- Routines in place to keep continuous contact between Team Member and N+1

- Weekly working from home tips (best practices, connectivity, communication, time management)
- Online survey to get feedback understanding main challenges (where to act) and sharing experiences with Hovione community
- Access to online courses on managing and planning work from home, improving productivity, time management and remote team management

How are you coping with working from home?

For those who work from home, it is natural that you are still adapting to a new reality. Therefore, we would like to know how you are dealing with this way of working:

- Are you having difficulties?
- Connection problems?
- Do you have suggestions or recommendations?

Whenever you want to give feedback or share your experience, use the forum we've prepared for you (link below). We will do our best to answer to the most common difficulties experienced by Team Members who are working from home.

To support our Team Members upon a suspect situation a **Protocol** was developed to allow fast action

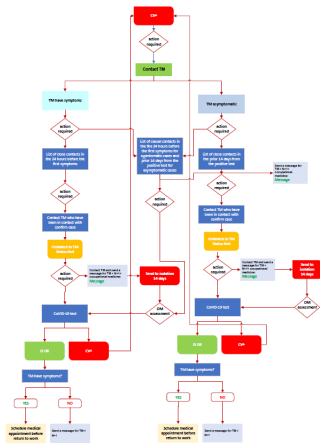
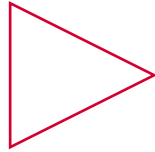
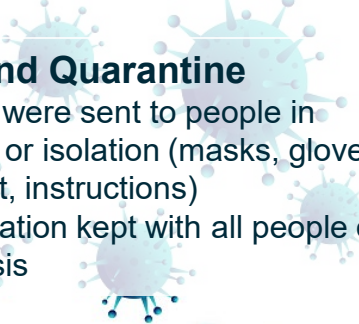


Mapping Contacts

- To facilitate identification of close and casual contacts when needed a daily log was set in place for all people on-site
- Upon a +CV the close contacts are sent to quarantine and for test (when testing is available in the market) plus casual contacts (again, as long as testing is available)
- Isolation rooms were also created within the sites

Isolation and Quarantine

- Safety kits were sent to people in quarantine or isolation (masks, gloves, disinfectant, instructions)
- Communication kept with all people on a regular basis



Availability of doctor

- Company doctor available outside the working days at Hovione
- Isolations rooms available on the site in case of any suspected situation
- Medical close follow up on suspect cases
- Medical prescription of the tests

Protocol with testing labs

- A protocol was established with some labs to allow easy access of our Team Members (in countries where private labs provided this service)
- Insurance covering 100% expenses

Serological tests

- Acquisition of serological tests to allow fast triage
- Next step is the assessment on immunity

To keep operations running a stable Sourcing is fundamental, being PrepCom involved from beginning on measures such as...



Define contingency plan for sourcing of critical materials

- Identification of the materials needed for the next months of production
- Definition of priorities aligned with a risk management approach
- Creation of mitigation plans (build stocks, alternative suppliers, request for suppliers' contingency plans, etc.)
- And keep continuous and close monitoring

During this period we need to work together with our suppliers

- Letters justifying the use of that material were sent to suppliers to support authorization for government to allow them to continue operations
- Same strategy done with truck drivers to facilitate transit across borders

Our customer have also been part of the PrepCom responsibilities, focusing in 3 main points



Planning & Executing

01

Keep customer involved

- Keep close contact with our customers
- Share project specific information

02

Keep customer informed of Hovione overall status

- Share information on what is the company doing
- Main impacts being seen
- How these can affect their projects

03

Identify possible risks

- Understand how are customers being affected
- Identify potential projects at risks

Stakeholders Communiqués



4th External Stakeholder Communiqué - Covid-19

Covid-19 - An update from Hovione's CEO

3rd External Stakeholder Communiqué



In it for life

2nd External Stakeholder Communiqué

1st External Stakeholder Communiqué

COVID-19 (a.k.a Wuhan Coronavirus 2019-NCov)
FAQ 20 April 2020

IMPACT ON HOVIONE BUSINESS

Does Hovione have a team focused on preparedness and response planning?

Having a manufacturing site in Macau allowed Hovione to be exposed earlier to the challenges of dealing with COVID-19. Based on Macau's experience Hovione was able to proactively set cross-functional COVID-19 response teams working in different workstreams (e.g. health & safety of our employees, supply chain, sales & customers, business continuity, internal and external communication, social responsibility), with full transparency and being able to act fast based on the best of our knowledge.

Has Hovione identified the critical activities which must continue during a pandemic, as well as the Team Members and other supporting activities needed to proceed?

03. Communication



Preparedness
Committee



Planning
& Executing



Communication

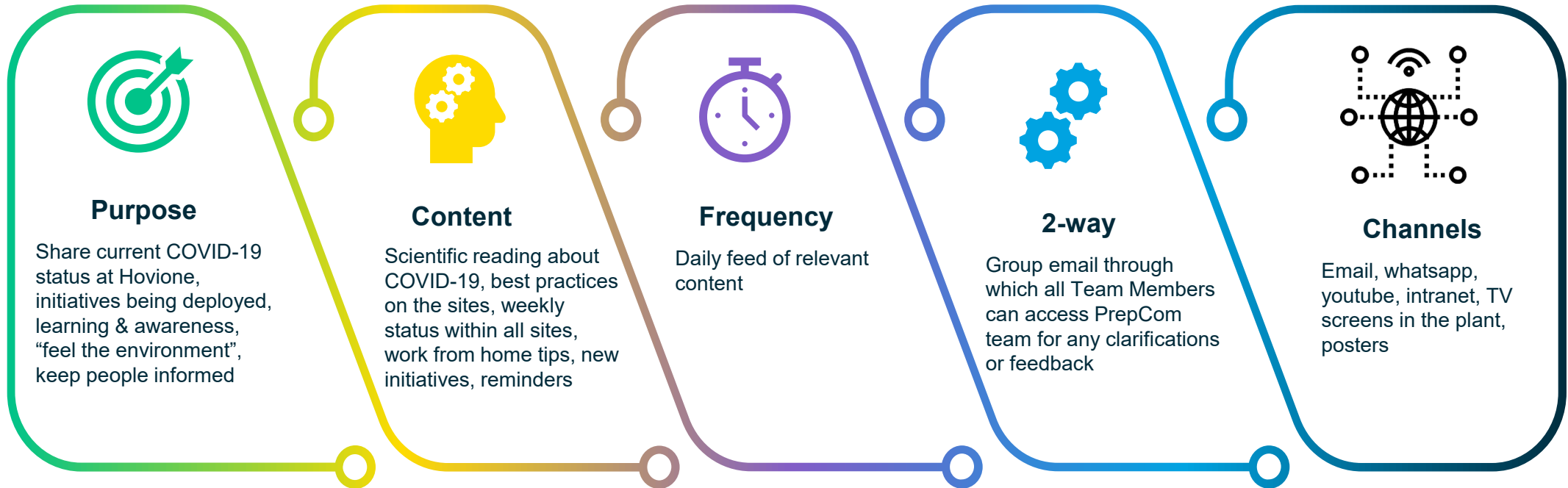


The New Normal

Communication is essential not only for awareness and information but to keep a resilient spirit. Transparency is the key!

After ensuring the safety of Hovione Team Members PrepCom's concern is to keep people calm and focused on the main objective: *saving lives*

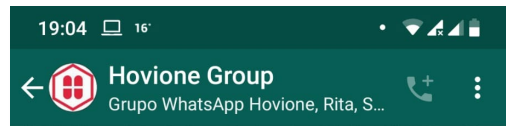
...and that's where an active and transparent communication can contribute



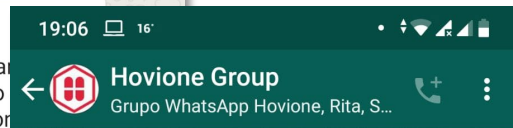
WhatsApp has been used as a powerful tool to share information quickly

03

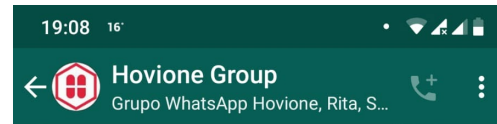
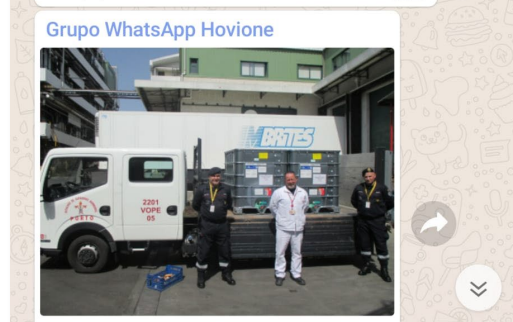
Communication



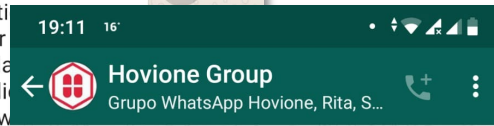
Good News!
SC has started to produce hand disinfectant (coded CC19) to supply hospitals and other institutions (e.g. Townhalls). This week we have manufactured 3000kg and we have delivered 500kg of CC19 to Hospital dos Lusíadas.
It is important to stay calm, follow the instructions and keep up the work that is essential at this time for our society. We are all on the same team together! Thank you for your support.
Don't forget: Wash your hands and keep your social distance!



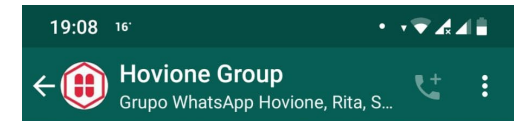
Good News! Today Hovione made available 500L of disinfectant that will supply Porto City Hall and other 500L to Vila Nova de Gaia Hospital Center, in partnership with Porto Firefighters who assured the transportation.
We are proud to be able to help those most in need at this critical time. We will continue to keep you informed of these initiatives. Thanks to your work, you are also contributing to make this possible!
Don't forget: Wash your hands and keep your social distance!



These recommendations are being followed in our CanTeam. Congratulations to everyone who complies with social distance! We will share more examples of Members respecting these measures.



Mensagem dos Colaboradores desde SC / Team Members' message from SC



Remote Working: Setting Yourself and Your Teams Up for Success...
Here are some new tips for Working from Home!
Do you feel that working remotely can sometimes be more challenging than working at the plant or at the office? Either because staying at home with our families, can make it harder to stay focused and productive, or because you feel isolated and it can be demotivating.
But it doesn't have to be this way.
Please click in the links below and find online courses (LinkedIn Learning) that will help you make the most of your workdays from home.
<https://www.linkedin.com/learning/paths/remote-working-setting-yourself-and-your-teams-up-for-success?u=74271618>

(Examples)



Internal Communications are sent in a weekly basis with relevant content to keep a safe work environment

03

Communication

The image displays three overlapping screenshots of internal communication emails from Hovione. The top-left screenshot shows an email titled "GC2020/009 - Covid-19 | Weekly Update / Atualização Semanal" from "Hovione Communications". The middle-left screenshot shows an email titled "Working from Home Tips #1 | Dicas para Trabalhar a parti" from "Hovione Communications", featuring a red graphic with the Hovione logo, a house icon, and the word "TIPS". The right-side screenshot shows an email titled "CG2020/014 - Covid-19 | Diretrizes Internas para Colaboradores em Portugal / Covid-19 | Internal Guidelines for Team Members in Portugal" from "Hovione Communications", including a photo of a man and a woman and a call to action to watch a video.

(Examples)

Useful content to help our Team Members adjusting to remote work is also been part of our concerns

03

Communication



Hovione In it for life

CYBER SECURITY

- Keep your PC in safe places.
- Use your PC for professional purposes only.
- Make it easy to install corporate updates when messages appear on your computer by accepting them and making restart as soon as possible.
- Be careful when sharing the screen / printing documents: check in advance that you will not inadvertently expose confidential information.
- Do not share invitations to videoconferences: they are an "open entrance door". Invitations should be sent by the organizer only.
- In videoconferences, check who the participants are and make sure they correspond to the session guests.
- When using the camera, make sure that it does not expose family members or personal information. Some software includes the "blur" function so that the background behind you is blurred.

Be careful with information on Covid-19!

- Do not reply to emails or click on links of unknown origin associated with Covid-19.
- Be careful with the applications associated with Covid-19 you install on mobile devices.
- Beware of electronic scams when using electronic payment (MBWAY, etc.) for purchases of personal protective equipment (visors, gloves, masks).

How are you coping with working from home?

For those who work from home, it is natural that you are still adapting to a new reality. Therefore, we would like to know how you are dealing with this way of working:

- Are you having difficulties?
- Connection problems?
- Do you have suggestions or recommendations?

Whenever you want to give feedback or share your experience, use the forum we've prepared for you (link below). We will do our best to answer to the most common difficulties experienced by Team Members who are working from home.

If you agree, we would also like to make your suggestions / questions available to the Hovione community. This way we can all share good practices and help each other.

Thank you!

8. BEWARE OF APPLICATIONS THAT "ROB" YOUR BANDWIDTH


Online games, video streaming, download programs and other activities that require a constant internet connection can compromise your Wi-Fi and physical Internet access.

If there are many people in your house sharing the same internet it is possible that there is a device that is using most of the bandwidth and limiting its access by other computers.


Hovione

5 TEST YOUR INTERNET SPEED


And because continuous training raise the awareness of our Team Members on site...


Hovione  In it for life

Covid-19
Lembre-se de manter sempre a distância!

 **Pequeno-almoço - Cafeteria:**

- Máximo de **DOIS** Colaboradores por mesa
- Se não houver mesas disponíveis, aguarde pela sua vez
- Não altere o *seating plan*


 **Almoço:**




2 metros

- Máximo de **DOIS** Colaboradores por mesa redonda e **TRÊS** em mesas retangulares
- Respeite os turnos de almoço
- Não altere o *seating plan*
- Mantenha a sua distância (2m) inclusive quando espera na fila


Obrigado pela sua cooperação!

Hovione  In it for life

1 minuto seu
pode ser suficiente
para garantir
a saúde de todos!



Covid-19 | Questionário Status Saúde



Aponte a câmara do seu telemóvel - ou utilize uma app para ler QR codes - e sem pressionar botões, aponta para o QR code para aceder ao questionário

sem sintomas e/ou ocorrências

com sintomas e/ou ocorrências

Excelente!
Continue a preencher o questionário.

Preencha o questionário às 2^{as} e 5^{as}. Basta 1min!

A equipa HSE/PrepCom irá entrar em contacto consigo com indicações.

Covid-19

- Preencha o questionário sempre que tiver alterações ao seu estado de saúde ou se esteve em contacto com algum caso suspeito.
- O questionário está sempre disponível.
- Caso assinala algum sintoma e/ou ocorrência esteja atento às indicações que irá receber por email e que deverá cumprir.
- Se tiver sintomas, não regresso ao trabalho sem contacto prévio com o SNS24, a Medicina do Trabalho ou o seu Médico de Família.
- Graças ao seu preenchimento, conseguimos rastrear potenciais infetados e proteger todos os colegas.

Nunca se esqueça: Lave as mãos e mantenha o distanciamento social!

(Examples)

...we make sure helpful content is shared in our TVs and posters spread in the plant.

03

Communication



Hovione In it for life

Covid-19 | Como aplicar máscaras

- Higienize as suas Mãos**
 - Com desinfetante ou sabão e água, de acordo com as regras de lavagem de mãos.
- Verifique o estado da máscara nova**
 - A nova máscara deve estar em perfeitas condições sem rasgos.
 - Se tiver defeitos, descarte-la e utilize outra máscara.
- Coloque a Máscara no Rosto**
 - A extremidade superior da máscara é a que tem um detalhe que se encaixa bem no nariz da pessoa.
 - A parte interna das máscaras médicas é branca, enquanto a externa tem alguma outra cor. Antes de vestir o equipamento, veja se ele está do lado correto.
- Ajuste a Máscara no Rosto**
 - Depois de colocar a máscara na cabeça e no rosto, segure-a na ponte do nariz com o indicador e o polegar.
 - Se estiver a usar uma máscara de amarrar, dê o nó na base da cabeça.
 - Depois de prender bem a máscara, ajuste-a e cubra a boca e o nariz.
 - Passa a parte inferior do acessório por baixo do queixo.

Hovione In it for life

Higienize as suas mãos

Wash your hands

Lave as duas mãos com frequência, com sabonete e água corrente, ou utilizando um desinfetante para as mãos à base de álcool.

Wash your hands frequently, with soap and water, or by using alcohol-based hand rub.

Lave as duas mão com sabonete e água corrente quando as mesmas estiverem visivelmente sujas.

Wash your hands with soap and running water when hands are visibly dirty.

Adapted from: World Health Organization HSE

(Examples)



External Communication is also part of the PrepCom's effort



28th March
Hovione SC had the pleasure of welcoming

President of the Portuguese Republic
Professor Marcelo Rebelo de Sousa

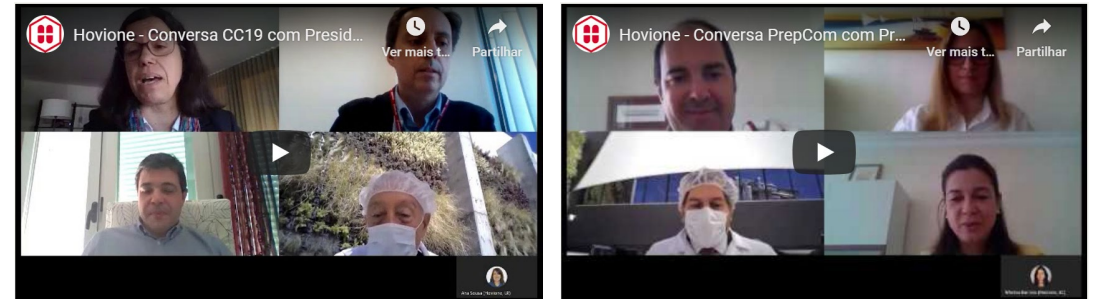
Minister of State for the Economy and the Digital Transition
Mr. Pedro Siza Vieira

Mayor of Loures
Mr. Bernardino Soares

Important to keep customers, stakeholders and suppliers informed as well as to boost our Team Members morale



Communication



Watch Guy Villax's vídeo to Health Cluster Portugal

And finally, a 2-way communication with Team Members is essential to keep PrepCom focused on what is important

03

Communication



“Eu e a minha família queremos agradecer a título pessoal à família Villax, à Hovione e em particular aos colegas que todos os dias vão para os sites, a forma extraordinária como têm contribuído de forma genuína para o nosso lema “in it for life.”

Inês Carreira
Buyer



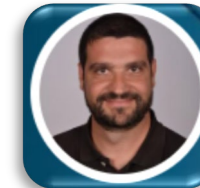
“(…) quero agradecer todas as medidas bem como o timing e iniciativa que a Hovione como organização tem demonstrado desde o início desta situação muito complicada. Muito obrigado por tudo, e que tudo possa correr bem para todos bem como para as nossas famílias.”

Salomao Lopes
Lab. Technician



“Venho apenas agradecer, pelo vosso trabalho em colocar a ideia a funcionar, e o grande upgrade que lhe deram. Sem duvida que é um orgulho trabalhar nesta empresa, sentir o apoio e valorização que vem de cima, ver o empenho e a importância que deram ao tema, de forma que nada nos falte.”

Marcos Ibraimo
COL Operations



“Gostaria de agradecer o facto da Hovione estar a promover algumas iniciativas para melhorar e tranquilizar os seus colaboradores para os tempos difíceis que se adivinham. Para quem não conhece os valores e o espírito que regem esta firma, pode ficar admirado com o comportamento e compromisso com que todos NÓS, desde dos veteranos aos mais novos, estão a lidar com este período cheio de receio e incertezas mantendo o decorrer normal do funcionamento da Hovione. Para mim não é nenhuma surpresa, com as nossas virtudes e os nossos defeitos eu conheço muito bem a nossa alma. (...) Vocês nesse lado e nós neste lado, caminhamos lado a lado para um futuro que desejamos.”

Carlos Marques
Lab. Technician

04. The New Normal



As we progress in COVID-19 pandemic the course of action being followed until now would need re-adjustments.

Thus, social responsibility activities such as production of disinfectant gel have now integrated the scope of PrepCom 2.0 as well as the continued investment on the Business Continuity Plan.

It's time to move forward...

PrepCom evolved to PrepCom 2.0



The new normal

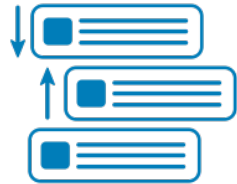
- Leaving outside its scope Supply Chain and Sales & Customers (now part of a “new normal routine”)
- And integrating areas such as Social Responsibility and continued investment on Business Continuity



Regarding Business Continuity, we continue to follow the work being done through several exercises and dimensions



The New Normal



Risk assessment

What are the major risks creating a direct or indirect impact to our operations, and what can we do to avoid / mitigate it

Prioritization

If all avoidance / mitigation measure fail, what should we stop and what are the prioritization criteria – ex. Commercial value of the products, annual forecast, customer impact, public health impact, etc.

Contingency plan

If we stop, how should we do it in a safe way, what mitigation actions need to be taken

Restart

When we can restart, what are the priorities, what do we need to do, how much time would it take

*This way we can keep our operations running and continue accomplishing our mission: **saving lives***

In it for life, this is our motto for everything we do, so in times of need, we decided to help those who needed it most

Therefore, Hovione is producing 40 tons per week of disinfectant gel, having already distributed pro-bono to more than 350 entities



Nas redes

José de Mello Saúde agradece publicamente a doação da Hovione ao Hospital de Vila Franca de Xira e os Hospitais CUF.

Enfermeiras do Hospital Lusíadas agradecem à Hovione

A doação de gel desinfetante e a iniciativa para prevenir a dissiminação do COVID-19 foram muito apreciadas.



“Não posso deixar de referir a rapidez com que a Hovione deu resposta ao pedido de líquido desinfetante, que lhes foi efectuado no pretérito sábado e que já se encontra em uso na Esquadra de Loures, para protecção dos seus elementos e subseqüentemente da população de Loures. Muito obrigado”

Carlos Lourenço, Chefe, Coordenador MIPP Esquadra de Loures



Safeguarding our health workers, social and educational institutions is also part of our team's effort



The New Normal

Over 2.000 un of cirurgical masks given to social and educational institutions

Over 1.000 un of shoes and head protections given to healthcare workers

Over 50 un of TYVEKs given to daycare workers

Over 180.000 L of pro-bono disinfectant gel produced for delivery to health and social institutions, municipalities, firefighters, small entities

It's time to share!

Digital School has arrived and many Team Members do not have the equipment for their children to be able to follow online classes.

Have a laptop to lend/ give?
Need a laptop?
Click on the link below to enter your offer or consult the available online

- As children must attend tele/online school Hovione also lend the available laptops that were in our stocks and further developed an online community to help people lend their own spare laptops

Finally, a message from our
Team to ALL of you

Watch OUR video

We are the second line of defense



Click on the logo



Thank you for your attention

