

**1. Culture survey (P&C)**

In the 2nd trimester, P&C launches a culture survey in order to diagnose the workplace feeling and detect opportunities that will positively impact the company's culture.

**2. Results analysis and action plan (P&C/Board)**

Based on the survey's results analysis, P&C with HLM and people managers, will develop an action plan with short and long term solutions.

**3. Satisfaction Survey (P&C)**

After validating the need and job description, the post will be made both internal and externally. Internally, done by P&C through email and Teams; externally, done by Marketing team to Addvolt website and social media.

**4. Results analysis and action plan (P&C/Board)**

ased on the survey's results analysis, P&C with Board and people managers, will develop an action plan with short and long term solutions.

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**Macro Process:** 03 - People & Culture  
**Process:** 03 1- People & Culture  
**Procedure:** P 03 1 40 - Culture & Satisfaction

**Creator:**  
B.Gomes

**Approver:**  
M.J.Souto