



CORPORATE Management System QHSE Policy Statement

Pentech is a global firm dedicated to providing services in the fields of Engineering, Procurement, Construction, Commissioning and Facilities Startups to various industrial sectors and countries.

Pentech carries out its business activities in compliance with all local laws and regulations of the countries in which we operate. We promote: respect for life, human rights, cultural diversity, and the environment; ensuring employees' health and safety at work while meeting corporate social responsibility commitments guided by strict business ethics and transparency.

Pentech's integrated Quality, Health, Safety, and Environmental policy focuses on ensuring its own sustainable development, fulfilling customer expectations, and promoting employee development within safe and secure surroundings while protecting the environment.

Pentech has highly qualified, motivated, and talented personnel who are committed to continuously improving their work processes in order to achieve the main objectives of this policy, namely:

- Promoting our company's sustainable development by meeting long-term objectives based on a balance of economic, social, and environmental systems through our entrepreneurial execution schemes.
- Promoting operational excellence and quality of services, focusing on customer satisfaction and pursuing high performance standards, within an environment of continuous process improvement
- Being an environmentally-responsible business enterprise by preventing contaminants from damaging the environment. Becoming environmentally-responsible involves both implementing a process for identifying and evaluating environmental risks associated to business activities, and maintaining responsible and efficient use of natural resources.
- Providing a safe work environment by implementing a strategy not only for identifying, evaluating, and controlling potential hazards and risks linked to our business activities (which may cause damage to people), but also for occupational injury and illness prevention.
- Providing a work environment suitable for fostering innovation, knowledge management, and creative initiatives, as well as employees' integral well-being and quality of life.
- Assigning and optimizing both human capital and technological resources to create value and competitive advantages across markets, implementing the best practices, and strengthening our organizational learning and development process.
- Keeping employees, suppliers, contractors, customers, communities, and stakeholders in general informed.
- Setting up verifiable objectives and goals concerning Quality, Health, Safety, and Environment issues, for the entire organization.

This policy has been consensually agreed upon and disseminated at all organizational levels, in order to ensure both its understanding and the accomplishment of the above described objectives.

Our Corporate Management System Policy (QHSE) is based on the following international standards: ISO 9001 (Quality Management Systems); ISO 14001 (Environmental Management Systems); and OHSAS 18001 (Occupational, Health, and Safety Management Systems).

Gamal Ayoub
President

Pentech
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