

COMPANY POLICY STATEMENT

PEG bases its COMPANY POLICY on the will to operate in compliance with general principles and binding technical standards about environmental protection, quality, worker health, safety and welfare, and social responsibility.

To this end, PEG's Top Management, through the Statement of Company Policy, commits itself to the achievement of company objectives, and makes available the necessary resources, both in terms of qualified human resources and technical and financial resources.

In choosing to implement an Integrated Management System, PEG's Management wanted to commit itself directly to manage the quality of the services offered, environmental protection, the safety, the health and the welfare of its operators and company ethics.

PEG's Top Management has implemented the concept of "risk-based thinking" following the requirements of the ISO 9001:2015, ISO 14001:2015 and ISO 45001:2018 standards. Peg has analysed the external and internal context in which the PEG operates, both in Italy and abroad, assessing the risks and defining their internal and external impacts (in particular towards the interested parties), the necessary actions and responsibilities to monitor and keep them under control or minimize them to a level of acceptability.

PEG has also implemented the management of all the changes that occur to PEG activities, including the context (e.g.: new markets or new projects), and the interested parties, that could change the weight and the effects. All of this is inserted into a system of continuous improvement.

The Integrated management system has been set and implemented by Top management, for the purpose of:

- having an integrated management system with regards to the acknowledgement and fulfilment of the requirements set out in the three reference standards (ISO 9001:2015, ISO 14001:2015, ISO 45001:2018);
- Defining the processes through which PEG provides its services, monitors them and constantly checks their ability to meet the needs of customers and PEG's objectives;
- ensuring that the integrated system is constantly monitored to measure its effectiveness in guaranteeing the achievement of company objectives and compliance with reference standards, promptly acknowledging all relevant changes;
- ensuring that all company personnel, consultant and suppliers operate in compliance with the principles of the three reference standards;
- ensuring the availability of suitable human resources (skills and qualifications) and technical resources (equipment, technologies, financial support).
- involving all personnel in the primary objectives of the company, as it intends to operate in compliance with the needs and requirements of its Customers, without disregarding the requirements of occupational health & safety protection and social well-being of all personnel who contribute to the supply of PEG engineering services, creating an environment capable of fostering personnel involvement and growth;
- pursuing continual improvement in the level of services supplied to ensure the Customers' continuous and growing satisfaction, so as to maintain a strong presence on the market by developing customer loyalty and, where possible and in accordance with the available resources, acquire new market shares.
- Establishing methods for measuring the Company's performances, to verify the achievement of planned objectives. These methods include:
 - Economic-financial measurements
 - Company process performance measurements
 - Evaluations concerning the level of Customer satisfaction with regards to services supplied and the quality perceived by the Customers
 - External measurements concerning the performances of direct competitors and evaluation of reports issued by the Certifying Body
 - Promoting actions necessary for preventing non-conformities of the product/service supplied to the customer and of the company's Integrated System
 - Verifying the implementation of adopted solutions
 - Taking immediate steps through corrective and preventive actions in case of deviations from company objectives as per by Customer claims or grievances
 - Identify the criticality of company processes that contribute to the supply of services to Customer, so as to implement actions aimed at monitoring and, if necessary, resolving them
 - Identify, for each service offered, suitable process indicators that can be used to evaluate the quality of the service being offered (compliance with timelines, number of reworkings) and establishing measurable objectives, and also verify any risks associated with these services and evaluate them
 - Define objectives for the continual improvement of services supplied by PEG, in compliance with laws, the desire to ensure the development of its resources, the personnel's professional growth and safety protection through a reduction in the risk of incidents.

These principles apply to all areas of PEG S.p.A. (Rome), PEG Engineering & Contracting DMCC (Dubai), and PEG Abu Dhabi Branch (Abu Dhabi) activities, namely:

Engineering, Procurement, Construction and PMC (Project Management Consultancy) for Plants in the Energy Sector (Oil and Gas, Power Plants, Photovoltaic Plants, etc.).

PEG considers:

- its EMPLOYEES to be its main strategic resource and guarantees respect of their rights as well as their safety, implementing all possible actions aimed at preventing accidents, deeming personnel training and prevention to be the most effective risk-reduction tools;
- its SUPPLIERS/CONSULTANTS to be partners to whom to transfer obligations provided for by the standards, specifically with regards to environmental protection and the safety, health and welfare of employees;
- its CUSTOMERS to be a crucial element of its success and does everything in its power to ensure their satisfaction and gain their trust.

Peg's Management is directly committed to:

- conducting all management activities of services within its operational sector in full compliance with applicable laws and regulations aimed at environmental protection, and the management of quality and worker health, safety and welfare;
- constantly analysing the impact of its activities on the environment and on safety for ensuring all efforts in defining prevention and continual improvement actions, including through the use of technologies that allow a reduction of risks and of environmental and economic impacts
- providing safe and healthy working conditions for the prevention of work-related injury and ill health and that is appropriate to the purpose, size and context of the organization and to the specific nature of its OH&S risks and OH&S opportunities
- emphasize the consultation and participation of workers and workers' representatives in the OH&S purposes
- developing and maintaining the company know-how through education and training activities aimed at all personnel, to ensure the employees' professional growth, maintain a high level of Customer satisfaction stays and promote the awareness of the importance of technical requirements aimed at environmental protection and at worker and third-party safety, especially the safety of final users of the services supplied by PEG;
- Pursuing objectives of a general nature to ensure continual improvement of the Integrated System, define suitable indicators to evaluate their level of achievement and, consequently verify the adequacy of company Policy in order to adapt it to any changing needs that may arise. These evaluations are performed during the Management Review, which is carried out at least once a year.

Starting from these general objectives, the Management defines, with the participation of the Company Functions, specific annual measurable objectives through suitable indicators that allow to acquire the data necessary to define the improvement actions regarding the processes and services provided from PEG, with actions aimed to:

- Ensure the continued operation of the Health, Safety, Environment and Quality Integrated Management System and its diffusion to all staff
- Periodically verify the suppliers' performances, both in terms of the quality of their supplies and compliance with stated contractual requirements such as, for example, insurance coverage for their employees, knowledge of safety and health requirements, availability of suitable DPs for the workers, the payment of social security contributions or other taxes provided for by the laws in force, compliance with national employment contracts, etc.
- Keep watch in order to ensure that PEG's activities are managed with a view to prevent incidents, accidents and occupational diseases. The design, running and maintenance, including the cleaning of workplaces (machinery and systems, offices, etc. should be aimed at achieving said purpose;
- Ensure compliance with laws on worker health and safety
- Encouraging activities aimed at energy savings, separate waste collection and, more generally speaking, environmental protection.

The contents of this document are meant as prescriptions for all those who work for and/or cooperate with PEG; therefore, Managements hopes for and supports the utmost participation and involvement to ensure the effectiveness and continual improvement of the integrated system.

Management is committed to ensuring that objectives are in line with the company's actual capabilities, in agreement with available technologies and market logics, to avoid prejudicing the health, the safety and the welfare of operators, the protection of their rights and of the environment.

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