

BUSINESS ETHICS POLICY

The purpose of this policy is to establish a framework for ethical decision-making and behaviour within Pantera. We are committed to conducting our business with integrity, transparency, and accountability in all interactions with employees, clients, suppliers, and the community.

This policy applies to all employees, officers, directors, contractors, and partners of Pantera.

Core Principles

Commitment to Excellence

- We are dedicated to delivering superior construction services and products by adhering to the highest quality standards.
- Our goal is to achieve client satisfaction by understanding and fulfilling their needs.

Integrity

- We act honestly and uphold the highest standards of integrity in all business dealings.
- We avoid deceptive practices and ensure that all communications are truthful.

Compliance with Laws and Regulations

- We adhere to all applicable local, state, and federal laws and regulations.
- We stay informed about changes in laws that affect our business operations.

Fair Competition

- We engage in fair business practices and avoid anti-competitive behaviour.
- We respect intellectual property rights and proprietary information.

Conflicts of Interest

- We disclose any potential conflicts of interest to management.
- We avoid situations where personal interests could conflict with the interests of Pantera.

Confidentiality

- We protect confidential and proprietary information related to the company, employees, clients, and suppliers.
- We do not disclose sensitive information without proper authorisation.

Respect and Fair Treatment

- We treat all individuals with respect, regardless of their position or background.
- We promote a workplace free from discrimination, harassment, and retaliation.

Responsible Stewardship

- We use company resources responsibly and for their intended purposes.
- We strive for sustainability and minimize our environmental impact in all business practices.

Violations of this policy may result in disciplinary action, including termination of employment or contracts. All employees are expected to comply with this policy and are responsible for understanding its contents, which will be acknowledged at the onboarding stage.

This policy will be reviewed regularly as necessary to ensure compliance with applicable laws and evolving best practices in business ethics.



Dino Foti - Director



Mark Pensabene – Managing Director