

## CODE OF CONDUCT POLICY

This policy outlines the principles and standards of behaviour expected from all employees, contractors, and partners at Pantera. Our commitment to ethical practices ensures a safe, respectful, and productive workplace. Pantera expects that all our employees and partners to uphold and embody our Company Values.

This policy applies to all employees, contractors, visitors and partners at Pantera across all locations and projects.

### Standards of Conduct

#### Professional Behaviour

- Maintain professionalism in all communications and interactions.
- Dress appropriately for the work environment, ensuring compliance with safety standards.
- Arrive on time and complete assigned tasks diligently.

#### Health and Safety

- Adhere to all safety protocols and procedures.
- Report any unsafe conditions or practices without delay.
- Participate in safety training and drills.

#### Respect and Inclusion

- Promote an inclusive environment free from discrimination, harassment, and bullying.
- Celebrate cultural differences and foster a spirit of teamwork.
- Address inappropriate behaviour promptly, either directly or by reporting it to a supervisor.

#### Ethical Practices

- Avoid conflicts of interest and disclose any potential conflicts to management.
- Refrain from accepting gifts or favours that could influence business decisions.
- Promote fair competition and avoid engaging in unethical practices.

#### Environmental Responsibility

- Comply with all environmental regulations and best practices.
- Strive to minimise waste and promote sustainability on job sites.
- Report any environmental hazards or violations.

#### Confidentiality

- Protect confidential information related to the company, employees, and clients.
- Do not disclose proprietary information without proper authorisation.

Employees are encouraged to report any violations of this Policy to their supervisor or through any available anonymous reporting mechanism. Pantera will not tolerate retaliation against anyone who reports a concern in good faith.

All employees, contractors, and partners are required to read and acknowledge this policy as part of their onboarding process.

This policy will be reviewed regularly as necessary to ensure continued relevance and compliance with applicable laws and regulations.



Dino Foti - Director



Mark Pensabene – Managing Director