

## COMMUNITY ENGAGEMENT POLICY

The purpose of this policy is to outline Pantera's commitment to actively engage with the communities in which we operate. We recognise that our success is linked to the well-being of these communities and aim to build strong, mutually beneficial relationships. Pantera is dedicated to fostering meaningful connections that create a positive impact for everyone involved.

### Core Principles

#### Commitment to Community

- We are dedicated to understanding and addressing the needs and aspirations of the communities we serve.
- We strive to contribute positively to local development through our business activities and community initiatives.

#### Open Communication

- We will ensure transparent communication with community stakeholders, including residents, local organisations, and government entities.
- We encourage feedback and actively listen to community concerns and suggestions.

#### Collaborative Partnerships

- We will seek to establish partnerships with local organisations, non-profits, and community groups to support community development and engagement initiatives.
- Collaborations may include joint projects, sponsorships, and volunteer opportunities.

#### Sustainable Practices

- We commit to conducting our operations in a manner that respects the environment and promotes sustainability.
- We will collaborate with communities to identify and implement sustainable practices that benefit both our business and local ecosystems.

#### Employee Involvement

- We encourage employees to engage in community engagement activities and volunteer efforts, fostering a culture of giving back.
- Employees are invited to share their ideas for community initiatives and projects.

#### Education and Awareness

- We will support educational initiatives that empower community members, especially in areas relevant to our industry.
- We will provide resources and opportunities for community members to enhance their skills and knowledge.

#### Measurement and Accountability

- We will regularly evaluate the impact of our community engagement efforts and adjust as needed.
- We will report on our community engagement activities and outcomes to stakeholders, promoting transparency and accountability.

We are committed to adapting our practices to ensure ongoing relevance and effectiveness, incorporating feedback from stakeholders and aligning with best practices in our field.

This policy will be reviewed regularly to reflect changes in industry standards, client expectations, and organisational goals.



Dino Foti - Director



Mark Pensabene – Managing Director