

## ENVIRONMENTAL POLICY

The purpose of this Policy is to ensure that Pantera provides a safe and healthy working environment for all employees, contractors, and visitors while minimising our environmental impact. We are committed to protecting the environment in which we operate.

This Policy applies to all employees, subcontractors, visitors, and operations at Pantera facilities, job sites, and activities. Pantera is committed to managing our operations in an environmentally responsible manner, striving to reduce waste, conserve resources, and comply with all relevant environmental regulations. Our goal is to foster a culture of sustainability and safety that benefits both our workforce and the communities we serve.

### Responsibilities

#### Management

We will ensure that environmental policies are seamlessly integrated into our business operations. This includes allocating resources for environmental initiatives and ensuring compliance with all relevant environmental regulations. Our commitment to sustainability will be reflected in every aspect of our operations.

#### Employees

Employees are expected to adhere to all environmental policies and procedures, actively participate in environmental training programs, and contribute to sustainability efforts within the organisation. By doing so, we collectively foster a culture of environmental responsibility that supports our commitment to minimising our impact on the planet.

We are committed to assessing the environmental impact of our operations and taking proactive measures to minimise any adverse effects. This commitment includes managing waste responsibly, reducing energy consumption, and conserving water. Waste management will be conducted in accordance with relevant regulations and best practices, with a strong emphasis on reducing, reusing, and recycling materials whenever possible.

To further support our sustainability goals, we will implement practices aimed at conserving natural resources, including energy and water. Regular audits will be conducted to identify areas for improvement and to ensure that we are effectively minimising our environmental footprint.

It is imperative that all incidents, including near misses, accidents, and injuries, are reported immediately to a supervisor or the Environmental Representative. Following such reports, a thorough investigation will be conducted to determine the underlying causes and implement corrective actions to prevent future occurrences. This proactive approach not only addresses immediate concerns but also contributes to continuous improvement in minimising the effects we have on the environments we operate in.

This policy will be communicated to all employees, contractors, and visitors, with clear procedures established for its effective implementation with changes promptly communicated to all relevant parties to maintain transparency and encourage collective responsibility.

This policy will be reviewed regularly to ensure it remains aligned with legal requirements and best practices.



Dino Foti - Director



Mark Pensabene – Managing Director