

## Group Policy Statement

Pennant International Group shall be a progressive, successful, internationally based team that is admired for delivering expertise, superior technical solutions and standard setting performance. Our mission is to grow the business by being our customers' preferred supplier, offering an innovative range of products and services that demonstrate a superior use of technology, and by providing quality and service through the development of long term customer relations.

We will achieve this mission by always listening and reacting to our customers' requirements, needs, and expectations.

### Quality

We will continue to provide quality services and products, whilst striving to improve and build on the existing quality foundations of our business in accordance with BS EN ISO 9001.

### Business Ethics

We shall conduct our business acting responsibly and with integrity, respecting the laws and regulations, traditions and cultures of the countries within which we operate.

### Employment

We are an equal opportunities employer and regard the development of our staff as a development of our business.

### Security

We are active in our duty to keep secure both our own material and also that of our customers and suppliers.

### Health & Safety

At Pennant International Group plc we recognise that the safety and physical well-being of our staff, our contractors, visitors and the end users of our products is a business imperative. Consequently, our policy is to actively manage and promote best practice safety and occupational health within all of our businesses and sites in the UK and internationally.

We seek to engage our employees in this process and ensure that they recognise their responsibilities and contribute fully to maintaining a safe and healthy working environment. The Directors give full backing to this policy and will ensure that the appropriate resources and personnel are available to carry it out.

### Environment

Any effects of our operations on the environment are continually assessed and refined.

*Philip Walker, Chief Executive Officer*

