



## **BUSINESS POLICY**

Pangeotek acknowledges its commitment to its intrinsic values. To define these values we have established this company policy based on our core values and responsibility. These values are independent of our business objectives and define who we are.

### **Integrity**

Integrity is the foundation of everything we do. As a successful company, we rely on the dedication of our employees and sub-contractors and we are aware that their knowledge is our greatest asset. Our employees perform their services professionally and neutrally and adhere to the binding general rules and policies that we have established. Wherever there is room for interpretation, they are required to follow their own best judgment.

### **Honesty**

We only undertake work that we're competent to perform. When we make promises or commitments we keep them.

### **Transparency**

We pride ourselves on providing complete visibility into the successes, and sometimes failures, of our business as we grow and scale. It is an integral part of our culture as we collaborate and work towards a common goal.

### **Fair Competition**

In the competition for customers and market shares, we behave fairly towards other market participants and treat our competitors with respect.

### **Hard Work**

Seizing opportunities, working as a team, challenging and being challenged, enjoying learning and persevering with things that are difficult – these are all part of achieving our full potential.

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Last Reviewed 26<sup>th</sup> May 2023