



## **BUSINESS POLICY**

At Pangeotek, we are dedicated to delivering our consultancy services with precision, expertise, and integrity. We recognise the importance of a strong foundation of values that guide our business practices, decision-making, and relationships with clients, partners, and subcontractors.

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. This policy outlines the principles that define our company and guide our decision-making, ensuring that we remain focused on delivering high-quality consultancy services with purpose and accountability. These values are independent of our business objectives and the 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.

### **Client-Centric Approach**

We operate in a competitive space where high-value projects depend on precision and reliability. We foster a commitment to exceeding client expectations, providing tailored solutions, and maintaining strong client relationships that will strengthen your business foundation.

### **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. Ethical business practices, fair dealings with stakeholder and a commitment to maintaining trust in our industry relationships are also at the centre of everything we do.

### **Fair Competition**

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

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## **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.

This policy reflects our unwavering commitment to these values, ensuring that we operate with purpose, responsibility, and professionalism. As we continue to support the offshore wind energy sector, we uphold these principles to drive positive impact and long-term success.

A handwritten signature in blue ink, appearing to read 'Lee White', with a horizontal line underneath.

**Lee White**  
**Director/Principal Consultant**  
**Pangeotek Ltd**

**Last Reviewed 14<sup>th</sup> May 2026**