



CORPORATE INTEGRATED MANAGEMENT SYSTEM (IMS) POLICY

SERGAS has always positioned itself as a pioneer in the Gas Industry by continuously thriving to improve the quality of its products and services while keeping the safety of people and the environment on top of its priorities. We trust in the leadership role of our Top Management in maintaining a proper and effective communication protocol throughout the Company's structure to implement and continually improve the Integrated Management System.

The following commitments must be followed internally by all members of our organization and shared with all interested parties to ensure end to end compliance:

- ✓ In our constant endeavor to achieve customer satisfaction, we commit ourselves to meet the expectations and fulfill requirements of our customer with utmost care and service.
- ✓ We are committed to support and contribute to the society by the prevention of pollution and depletion of natural resources arising from our products and services, establishing sustainability policy fulfilling the applicable compliance obligations and creating awareness to all our employees, stakeholder and interested parties.
- ✓ We are committed to eliminate the hazards and reduce OHS risks that arise from our operations, fulfill the legal and other requirements pertaining to OHS, encourage consultation and participation of workers and/or workers representatives and prevents employees, stakeholders and other interested parties from injury and ill health.
- ✓ We are committed to provide adequate OHS resources to eliminate the hazards, reduce the OHS risks and to enhance the health and mental wellbeing of the workers.
- ✓ We are committed to ensure that all our processes, procedures and policies shall be reviewed on timely basis for continuous improvement respecting the applicable national and international codes and regulations pertaining to our products and services.
- ✓ Embracing innovation and technological advancement as part of our corporate growth to always stay ahead of the competition by providing better service to our clients.
- ✓ We motivate and contribute to the development of the employees by providing Internal/external/on job trainings in the appropriate use of its Quality, Health, Safety and Environment management systems.
- ✓ We ensure that the overall effectiveness of the IMS shall be reviewed periodically by evaluating the performance against the set IMS and OHS objectives and implementing new improvement in line with strategic direction and business needs.
- ✓ We believe that preserving the knowledge and expertise is the key to success and ensure that policies, processes and procedures were established and implemented to identify, preserve and communicate.
- ✓ We ensure effective communication by providing awareness and displaying the IMS policy on various locations of the company and its branches including the company website for the public, stakeholders and other interested parties.
- ✓ The commitments listed are in addition to SERGAS basic obligations to comply with national & international standards.

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A blue handwritten signature, likely of the CEO, positioned above the CEO title.

CEO SERGAS GROUP