



EMPOWER CONSULTING LIMITED
EASY SOLUTION

INTEGRATED MANAGEMENT SYSTEM POLICY

Quality, Environmental and Occupational Health & Safety

EMPOWER CONSULTING LIMITED is a specialist consulting company providing technical, management and strategic advisory services to organizations operating across a range of industrial sectors, with particular expertise in the **Energy and Oil & Gas industries**, delivering professional services in logistics, supply chain management, project management, regulatory compliance and operational coordination.

Through this **Quality, Environmental and Occupational Health & Safety Policy**, EMPOWER CONSULTING LIMITED formally expresses its commitment to service excellence, environmental protection, occupational health and safety, and the continual improvement of its Integrated Management System.

Management recognizes that the long-term success of the Company depends on its ability to understand and satisfy the needs and expectations of its clients and other interested parties, while conducting all business activities in accordance with the principles of legal compliance, professional integrity, sustainability and responsible risk management.

To support these commitments, EMPOWER CONSULTING LIMITED has implemented an **Integrated Management System** in accordance with the requirements of the following international standards:

- **ISO 9001:2015 – Quality Management Systems**
- **ISO 14001:2015 – Environmental Management Systems**
- **ISO 45001:2018 – Occupational Health and Safety Management Systems**

Principles and Commitments

EMPOWER CONSULTING LIMITED is committed to:

- Understanding the needs of its clients and delivering professional services that fully satisfy contractual requirements, applicable regulations and the expectations of interested parties.
- Maintaining the highest standards of quality through competent personnel, continuous professional development and a culture of continual improvement.
- Complying with all applicable legal, regulatory and contractual requirements, together with any other obligations voluntarily adopted by the Company.
- Promoting a corporate culture founded on **integrity, professional ethics, transparency, impartiality and regulatory compliance** in all business activities.
- Applying the principles of **Risk-Based Thinking** by identifying, assessing and managing risks and opportunities within business and operational processes, with the objective of enhancing organizational performance and preventing undesired events.
- Protecting the environment through pollution prevention, responsible use of natural resources, improved energy efficiency and the promotion of sustainable practices.

- Providing and maintaining safe and healthy working conditions to prevent work-related injuries, occupational illnesses and incidents.
- Eliminating hazards and reducing occupational health and safety risks affecting employees, contractors, suppliers, subcontractors and other interested parties.
- Encouraging consultation and active participation of personnel in the development, implementation and continual improvement of the Integrated Management System.
- Monitoring business objectives and Integrated Management System performance through performance indicators, internal audits, management reviews and continual improvement initiatives.
- Ensuring that suppliers, contractors and business partners operate in accordance with the Company's principles relating to quality, environmental protection, occupational health and safety, and regulatory compliance.

Management Commitment

Management is committed to providing the resources necessary for the effective implementation, maintenance and continual improvement of the Integrated Management System, ensuring that this Policy is communicated, understood, implemented and periodically reviewed to verify its continuing suitability, adequacy and effectiveness.

Management also promotes the active involvement of all personnel, recognizing that every employee contributes to the achievement of the Company's Integrated Management System objectives.

This Policy is made available to all personnel and to all relevant interested parties.

Gibraltar, 15 May 2026

Ennio Luca Domicoli
Managing Director