



QSHE - INTEGRATED MANAGEMENT SYSTEM POLICY

Pearl Engineering Company Limited (PEC) provides professional services and solutions in Civil works, Electro mechanical engineering, Building and Structural engineering.

The company is committed to provide our customers with quality products and services while protecting the health and safety of our employees and persons likely to be affected by our operations. We shall endeavor to protect the environment in all our activities.

Our QSHE Integrated Management Policy is to: -

- Enhance customer satisfaction on a continual basis by addressing issues and concerns of our clients during monthly meetings for ongoing projects. Conduct all our operations in an environmentally responsible manner through conservation of natural resources, preventing pollution and practicing good waste management.
- Protect and promote health and safety of our employees and all persons likely to be affected by our operations namely: our clients, subcontractors, customers and the general public by controlling of occupational safety and health hazards and risks using the hierarchy of controls.
- Manage company business risks which impact on our objectives, activities, personnel, and products.
- Ensure compliance with applicable legal and other regulations.
- Set quality and HSE performance objectives, measure results, assess and continually improve processes, services and product quality through use of an effective management system.
- Carry out training to enhance awareness, knowledge and skills of our stakeholders on relevant issues of quality, environment, occupational health & safety.
- Promote consultation, participation and involvement of workers (and/or their representatives), in the decision-making processes on matters pertaining safety, health, environment protection and product/service quality.
- Communicate and avail this policy to our interested parties upon request
- Review this policy periodically for relevance and continual suitability to the organization.

The Board of Directors, Management and every employee of PEC has individual responsibility and accountability in implementing this policy. The effective implementation of this policy will support us in maintaining an environment that meets our current needs without compromising the ability of future generations to meet their own needs.

APPROVED BY:

Tom Joseph Mukasa
CHIEF EXECUTIVE OFFICER

Date: 16 – 03 – 2026