



INTEGRATED BUSINESS MANAGEMENT SYSTEM POLICY

Trojan Group believe that it is important in business today to keep a creditable reputation, to be competitive and to maintain a sustainably profitable business. It is inevitable for the success of the company that all stakeholders put their support behind our business activities as well our management to achieve our goals.

Thus, it has been decided to model our business systems on PAS 99:2006(Specification of Common Management System Requirements as a framework for Integration).

Our main objectives are:

- Make sure that all stakeholders of Trojan Group are proficient with the new integrated system
- Consult all employees about quality, Health, Safety and Environment, work practices and the use of equipment.
- Allocate enough resources required to effectively implement all Quality and HSE issues.
- Ensure Continuous review and monitoring through internal auditing to government and third party compliance.
- Ensure 0 injuries on all Trojan's sites.
- Minimize the negative aspects of work activities and their impact on Quality and HSE.
- Adopt and employee-oriented culture in the company that focuses on quality, improvement and outstanding performance.
- Unify the concepts of employee personal development as well as organizational development as both are necessary for the growth of the company.
- Copy best practices through all work activities carried out by Trojan's staff.
- Conduct Monthly Management Reviews to ensure that all company policies are supported and promoted by all staff.

Our Management System:

- Will focus on continuous improvement in all our activities.
- Will identify threats to Sustainability with the help of Risk Management Philosophies.
- Will be documented, maintained and implemented so that consistent level of service is realized.
- Will be managed and monitored by our senior management but will recognize the efforts of staff in achieving our objectives.
- Will integrate the concepts of the core management system standards into a cohesive and functional Business Management System.
- Will substantiate the conformance to standards by auditable evidence.

QUALITY, ECONOMY, EFFICIENCY