

The HR Policy for EnerMech is to achieve its business goals by engaging the skills and capabilities of all employees in the organization. To do this the company is committed to the following:

- To recruit and select those people who have the appropriate skill, aptitudes and attitude to meet business needs.
- To provide terms and conditions of employment that attract, retain, motivate and reward employees and reflect local market conditions and will enhance alignment between individual, team and company goals.
- To comply with all legislative requirements and align ourselves to good practice.
- To define management and leadership behaviors and develop a group wide succession planning process to identify talent and safeguard business critical roles.
- To invest in the development of EnerMech talent and provide training and development for all employees.
- The company is committed to ensuring equal opportunities, fairness of treatment, dignity, work/life balance, and the elimination of all forms of discrimination in the workplace. It is the company's stated policy to treat all workers equally and fairly, irrespective of their sex, marital status, trans-gender status, sexual orientation, race, color, nationality, ethnic origin, national origin, culture, creed, religion or belief, age or disability. The Company is committed to running its business ethically which includes ensuring the elimination of child labor and forced labor in all regions. The equal opportunities policy applies to the company's recruitment and selection practice, pay, general terms and conditions of employment, training and development, appraisal, opportunities for promotion, placement, disciplinary and grievance procedure, termination of employment and general treatment at work. Furthermore, harassment in any form is unacceptable.
- To define the standards of performance and conduct expected of employees.
- Every employee will have a common understanding of the goals and business objectives of EnerMech and their customers and what needs to be done to achieve them.
- An environment will be created where people feel valued, respected and appreciated and therefore feel free to contribute as fully as possible to the organization's growth and success by meeting the deliverables of our customers.
- The need for continuing change is recognized and everyone is urged to meet the challenge this brings through being supported and encouraged to reach their full potential
- The company will continually seek to do things better and therefore ideas for improvement and constructive criticism will be valued.
- Managers will work openly, respectfully, honestly and with integrity with their teams.

The ELT will regularly review this policy statement to ensure suitability and effectiveness. This policy statement is available on request to interested parties and posted on our website, www.enermech.com.

Charles "Chuck" Davison Jr.
Chief Executive Officer