



# **SAJA ENERGY CO.**

## **Integrated Management System (IMS) Policy & Objectives**

Saja Energy Co. design, manufacture and supply energy related products. The scope of Products are classed as;

1. Oil & Gas Products, covering products such as Cementation, Sandface Completions, Upper Completions, Monitoring, Liners, Valves and Intervention Equipment.
2. SMART Infrastructure Products; Power, Lighting and Security Systems, covering Light Emitting Diode Products, Low current and Solar products.

We are committed to an operating philosophy based on openness in communication, integrity in serving our customers, fairness and concern for our employees and our responsibility to the communities within which we operate or may affect.

Our vision is to build a locally based value adding & sustainable business - "Conceived in Saudi Arabia, Designed in Saudi Arabia, Made in Saudi Arabia, and Exported Globally". We aim to exceed customer expectations for quality, safety, sustainability, cost, delivery and value. Additionally, we are dedicated to creating a profitable business culture that is based on the following principles:

### **Our People**

We are committed to equality in employment opportunity and rewards, embracing wholeheartedly the cultural diversity within the communities we call home. Our employees' welfare and interests are foremost throughout all aspects of our business and how we conduct our affairs. We are committed to:

- Creating and nurturing an environment of success based on honesty and integrity;
- Empowerment through training and communication;
- Individual growth and equal opportunity;
- Prevention of accidents and incidents;
- Designing and providing a safe and secure work environment.

### **Our Customers**

Our customers are our partners in success, and they are the focus of our attention. Everything that we do is dedicated to meeting their needs. We achieve this by providing high quality products and outstanding service.

### **Our Community and Environment**

We are committed to supporting the communities within which we operate. We believe in the practice of social responsibility and encourage similar behavior in our employees and suppliers.

We support the conservation of the physical environment and the prevention of pollution at our facilities and as such, our environmental commitments include:

- Protection of the environment;
- Conformity to compliance obligations;
- Continual improvement;
- Prevention of pollution and sustainable use of resources;
- Climate change mitigation and adaptation;
- Other specific commitment(s) relevant to our context.



## Our Well Being

We are committed to satisfying all legal and other requirements and to applying the hierarchy of controls to Health and Safety risks. We proactively comply with all applicable occupational health and safety, legal and regulatory requirements to which we subscribe in order to:

- ☑ Prevent accidents and work-related ill health by managing health and safety risks in the workplace;
- ☑ Provide clear instructions and information, and adequate training, to ensure employee competence;
- ☑ Engage and consult with employees on day-to-day health and safety conditions;
- ☑ Implement emergency procedures in case of fire or other significant incidents;
- ☑ Maintain safe and healthy working conditions, provide and maintain plant, equipment and machinery, and ensure safe storage/use of substances.

## Quality

Saja Energy Co. is committed to achieving competitive excellence and providing our customers with products and services designed, produced and maintained to meet or exceed their expectations by:

- ☑ Complying with all customer, statutory and regulatory requirements;
- ☑ Enabling employees to achieve business and professional goals;
- ☑ Continually improving our processes via our IMS;
- ☑ Extending our IMS practices throughout our Supply Chain.

Beginning with a clear definition of customers' expectations, we strive to consistently meet or exceed them. We adhere to all applicable standards and customer specific requirements and endeavor to provide processes that ensure we achieve this in order to build a robust and world-class business. To these ends, senior management set and regularly review QMS objectives. Typically, these objectives are concerned with:

- ☑ Turnover & Profitability
- ☑ New Business
- ☑ Customer Satisfaction, Complaints & Internal Non-Conformances

The mechanism used for setting and reviewing IMS objectives is Management Review. In addition, senior management consistently monitor and review the organisational environment, changes in that environment and the risks to the business associated with that environment.



"Saja Energy Co. takes pride in being the business associate of all its affiliates and principals, who trusted us enough to make this possible. We prepared ourselves to seize market Opportunities wherever and whenever they occur and also took the measures needed to secure our unchanged strategic ambition of sustainable profitable growth. We have laid a strong foundation in the markets we operate and are committed to serve our affiliates with total integrity. Our local presence enables our affiliates to have better connectivity to the Saudi Arabian Market".

**Saad Al Ganbar - Chairman**

The policy shall be made available to our employees, customers, suppliers and other interested parties and communicated to all persons working under our control with the intent that they are made aware of their individual obligations.

**Paul Day**  
CEO

4<sup>th</sup> November 2025.