



Integrated Management Policy

Proman GmbH, integrated into the Proman Group, is a dedicated provider of Engineering and Procurement Services across the Oil & Gas, Petrochemical, Material handling, Energy, and Infrastructure sectors. We are committed to delivering high-quality industrial projects with a focus on safety, sustainability, and continuous improvement in line with our core principles of:

- **Customer Satisfaction:** Delivering projects on time, within budget, and to the highest quality standards, ensuring long-term customer loyalty and business continuity.
- **Health, Safety, and Well-being:** Prioritizing the health, safety, and well-being of employees and stakeholders by proactively eliminating hazards and minimizing risks, ensuring a safe working environment.
- **Employee Engagement and Development:** Fostering a culture of communication and involvement and investing in the development of our employees to drive project success and uphold sustainable practices.
- **Environmental Responsibility:** Minimizing our environmental impact by preventing pollution and promoting sustainability in all our projects.
- **Compliance and Legal Adherence:** Ensuring compliance with all relevant legal, regulatory, and customer requirements through integrated Quality, Safety, and Environmental practices.
- **Continuous Improvement:** Fostering a culture of innovation and continuous improvement to exceed stakeholder expectations and drive operational excellence.

Our Purpose (What we do and why)

To be the Proman Group's Center of Excellence in Methanol & Ammonia Engineering Procurement and Support to Plants Services, through the execution of E&C Projects Portfolio and supporting the existing plants, by securing and improving their production capability, in full alignment with our GAIN strategy.

Values

Commitment, Integrity, Camaraderie, Long-term thinking, Decisiveness, Adaptability.

João Estanislau (Managing Director)

09-Mar-2026

Signed by:

João Estanislau

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