



## Phantom

Commercial Register: 222582  
VAT nr. 758-627-343

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# Letter of Commitment to Sustainability

**PHM**, through its Business Lines and all its professionals, is committed to creating long-term value in all the actions we develop. We understand Sustainability as a transversal and essential axis throughout the organization and areas of action. Our primary objective is to achieve a company that is more aware and responsible in the use of resources, its impact on the environment, its role in society and the community. All employees of our company are the main protagonists of the most important challenge of maintaining the best reputation in terms of the values of excellence and responsibility.

Our **sustainability strategy** seeks to identify, manage and mitigate the impacts and risks of our company's actions in the economic, social and environmental environment, to maximize the benefits of the different interest groups, and based on the following actions:

- **Improve** the existing situation in the places where its activity is carried out, through the promotion of human rights and respect for the environment and culture of indigenous peoples.
- **Respect** the Rules and Regulations in force in the protection of the environment, Sustainable Policies and comprehensive guarantees of the worker.
- **Train and involve** staff regarding responsible care of the environment.
- **Implement and maintain** an Environmental Management System.
- **Set** clear objectives and feasible goals to establish the corresponding Management Indicators, which lead to a continuous improvement of environmental performance in its area of influence, verifying its achievement through Environmental Audits.
- **Evaluate** the environmental impacts of any new project or activity, indicating and carrying out the appropriate measures to maximize benefits and avoid, correct or minimize risks.
- **Disseminate** knowledge, technologies and innovation to improve the environmental performance of companies and society.
- Establish and verify environmental criteria for suppliers and contractors, by the guidelines of this commitment, as well as the guidelines of our client.
- **Prioritize** the hiring of local labor and the development of local suppliers where the company develops its activities both temporarily and permanently.
- **Promote** gender parity with open and non-discriminatory searches for personnel.

To guarantee compliance with these objectives, we are committed to implementing and maintaining an Integrated management System as a tool to promote continuous improvement at all levels.

