



INTEGRATED MANAGEMENT POLICY

PURPOSE

At Climax Energy Pvt Ltd, our purpose is to drive sustainable growth by accelerating the renewable energy transition, strengthening workforce capacity through training, and delivering excellence in project management for capital investments. We provide tailored solutions to enhance efficiency in the manufacturing sector and offer integrated services in quality, health & safety, environmental management, and sustainability to support organizations in achieving long-term resilience and global best practices.

1. LEADERSHIP & COMMITMENT

- Lead by example, fostering a culture of ethics, accountability, and continuous improvement.
- Promote diversity, equality, and inclusion across all operations.
- Encourage innovation and ownership, empowering employees to contribute to shared success.

2. COMPLIANCE & GOVERNANCE

- Operate in full compliance with all relevant laws, regulations, and standards in Sri Lanka and internationally.
- Maintain zero tolerance for corruption, bribery, and unfair practices.
- Implement integrated management systems aligned with ISO 9001, 14001, 45001, and 50001 principles.

3. RISK & RESILIENCE

We adopt a proactive, data-driven approach to identify risks, manage opportunities, and strengthen resilience across our operations, people, and the environment.

- **People & Well-being** – Provide safe and healthy working conditions, promote awareness and training, protect psychological health, and empower workers to refuse unsafe work.
- **Environment & Climate** – Minimize waste, pollution, and resource use, support climate change mitigation through renewable energy and efficiency, and integrate environmental considerations into projects.

- **Operational Resilience** – Identify hazards, apply corrective measures, monitor performance with KPIs, and drive continual improvement in operational, social, and environmental aspects.

4. STAKEHOLDER ENGAGEMENT

- Collaborate openly with employees, clients, regulators, and communities.
- Work with suppliers and contractors to ensure alignment with our standards.
- Build shared value by integrating stakeholder interests into business decisions.

5. PRODUCT & SERVICE STEWARDSHIP

- Deliver safe, high-quality, and sustainable energy and consultancy solutions.
- Apply a life-cycle approach to projects, addressing safety, environmental, and economic impacts.
- Continuously innovate to meet client expectations and global sustainability goals.

6. OPERATIONAL EXCELLENCE

- Strive for maximum customer satisfaction through reliable, efficient, and high-quality service delivery.
- Minimize environmental impacts of operations and projects by ensuring responsible and efficient use of resources.
- Invest in knowledge sharing, training, and digitalization to strengthen competencies and maintain industry leadership.
- Commit to continual improvement of our management systems, processes, and performance in line with ISO standards.

OUR COMMITMENT

This policy will be communicated to all employees, suppliers, and partners and reviewed regularly to ensure ongoing relevance and effectiveness.

Climax Energy Pvt Ltd

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Date: 01/9/2025

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Date: 01/9/2025