

COMPETENCE ASSURANCE POLICY

It is the intention of MKBARREL TRADING FZCO to be an international leader in Technical Solutions for Oil&Gas engineering. We shall accomplish this with competent MKBARREL TRADING FZCO personnel delivering quality, performance, reliability, and value creation for all our customers and other interested parties in a responsible manner that protects occupational health and safety and minimizes adverse impact on the environment as a result of our activities.

The directives of this policy are:

1. Employees will be competent to perform their duties safely and effectively.
2. Employees are assessed against documented minimum competency standards.
3. Employee advancement is based on demonstrated competence and performance.
4. Appraisals of employee performance are done annually, as a minimum.
5. Required organizational knowledge to successfully perform all activities is assessed.
6. Training plans are developed and implemented that are aligned to the strategic direction and general business needs of MKBARREL TRADING FZCO.
7. Training needs analysis is conducted.
8. Training material development and delivery is designed to be fit for purpose and audience.
9. Training effectiveness is assessed and improvements made.
10. All third-party suppliers (and their sub-tier suppliers) are contractually required to demonstrate adherence to the above principles.

Signature:

01 June 2026



CEO MKBarrel Trading FZCO
S. Mikhaylovskiy

