

PENTORA GROUP

Equal Opportunity & Diversity Charter

Policy 4 of 10 | Version 1.0 | April 2026

Organisation Pentora Group Inc.	Jurisdiction Toronto, Ontario, Canada	Sector Energy — Oil & Gas / CPD
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4.1 Commitment Statement

Pentora Group Inc. is committed to creating a learning environment that is inclusive, respectful, and free from discrimination. We believe that diversity of background, experience, and perspective enriches the quality of professional development for all participants.

4.2 Scope

This charter applies to all learners, facilitators, corporate partners, and members of Pentora Group staff across all courses, events, and communications.

4.3 Our Commitments

- We will not discriminate against any participant or applicant on the grounds of age, gender, gender identity, race, ethnicity, nationality, religion or belief, disability, sexual orientation, socioeconomic background, or any other characteristic protected under applicable law.
- We will ensure that course content is presented in a culturally sensitive and inclusive manner, reflecting the diversity of the global energy sector and the African professional communities we serve.
- We will actively work to remove barriers to participation, including through reasonable adjustments and flexible pricing arrangements where appropriate.
- We will provide course materials in both English and French where available, recognising the linguistic diversity of our primary markets.
- We will review course content periodically to ensure it is free from bias, stereotyping, or exclusionary language.

4.4 Responsibilities

All facilitators are expected to uphold this charter in every session. Any participant who experiences or witnesses discriminatory conduct should report it to info@pentoragroup.com. All reports will be taken seriously and investigated in accordance with the Complaints Policy.

4.5 Zero Tolerance

Pentora Group operates a zero-tolerance policy toward harassment, bullying, or discriminatory behaviour in any form. Participants found to have breached this charter may be removed from the course without a refund.

Approved by Dr. Annick N. Adjei, PhD	Date April 2026
Role Founder & Director, Pentora Group Inc.	Review Date April 2027