

## WORKPLACE HEALTH AND SAFETY POLICY

For the company, employees are valuable partners in its development and the achievement of a competitive advantage. In this context, the Company takes care of the Health and Safety of employees in a working environment, which is characterized by equal opportunities, continuous education and training. The implementation and continuous improvement of the Workplace Health & Safety Management Systems (HSMS) and Road Safety Management Systems (RSMS) aims to identify, evaluate, control and measure Occupational Risks in all sectors of its production & commercial activities: Provision of Integrated Services. The production of various products. The storage and handling of the products and goods it promotes on the market. Installations, extensions, replacements of production, control, support & transport equipment. Construction, repair projects & works. Road safety. Specifically, through the Safety Technician, the Occupational Doctor and the Managers participating in the Workplace Health and Safety Management Team, as stated in the respective job descriptions, the company:

- Takes care of identifying, assessing and controlling risks related to the Health and Safety of employees
- Continuously monitors, implements and complies with the applicable legislation and regulations for the respective fields of application concerning its production and commercial activities, and establishes procedures to comply with the specific requirements. It integrates the resulting requirements into the HSMS & RSMS and the Occupational Risk Assessment Study.
- Establishes methods to measure, to the extent possible, all the indicators required in HSMS & RSMS and their performance.
- Defines Programs, in order to launch and systematically monitor the implementation of the actions required to improve the Management Systems.
- It includes the account of the Workplace HS (WHS) and RS objectives and the course of their achievement, it sets the issues, revisions and new data during the decision-making process in the Management Reviews on an annual basis and whenever deemed necessary.
- Establishes internal communication channels in the company, so that the staff is aware of WHS and RS issues and actively participates in the implementation of HSMS & RSMS.
- Ensures communication with other stakeholders so that there is a creative exchange of information and the cultivation of relationships of mutual trust.
- Communicates its policy not only to the people (staff) working in the organization but also to those working on its behalf.

Corporate responsibility starts from within a company that respects and supports the development of human resources, continuous improvement & prevention in order to achieve the goals set.

It has permanent Goals & Objectives and the top Management is committed to:

- The installation and systematic implementation of HSMS & RSMS according to the requirements of the ISO45001 & ISO39001 standards.
- The development, implementation and consolidation of the corporate culture and its diffusion in all the sectors involved.
- The continuous improvement of health & safety conditions at work in a systematic way and
- The prevention of Health and Safety of employees
- Encourage the consultation of staff at all levels of management and to protect them in all cases when they raise health and safety issues.
- The establishment of measurable indicators and goals, the achievement of which is reviewed on an annual basis and whenever required and deemed necessary for the purpose of continuous improvement. Takes into account any significant changes in the organization, legislation or business environment and revises objectives and policy accordingly.

The Goals are achieved through:

- ✓ the installation of appropriate protective devices
- ✓ the use of appropriate Personal Protective Equipment by the staff
- ✓ the organization of work and the provision of appropriate infrastructure & work environment
- ✓ continuous training and information at all administrative levels and for all interested parties
- the detailed recording of accidents & near misses, the determination and evaluation of relevant parameters and the taking of necessary corrective / preventive measures.

Chairman of the BOD  
Nektarios Ilias



Vice President of the BOD  
Ignatios Christidis

