



OCCUPATIONAL HEALTH AND SAFETY POLICY

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1. Occupational Health and Safety Policy

The company's mission is to respond to the needs and expectations of our customers in the area of providing advanced technology IT products / solutions.

Our **goal** is:

- the provision of a healthy and safe working environment and to the protection of the life and well-being of its employees, suppliers, subcontractors, and all visitors.
- the reduction of the risk that may cause injury or health issues via the prevention of hazardous situations, the detection and immediate elimination of them, and the periodic risk assessment.

In order to achieve the above, we express our **commitment** to the following principles:

- Provision of all the necessary resources for the protection of the health of employees and third parties
- Set-up, maintenance, and monitoring of a safe, comfortable working environment, aligned with requirements and best practices related to health, safety, and ergonomics, considering the nature, scale and particularities of company activities
- Full compliance to all relevant and applicable Greek and European legislative, normative, contractual, and other requirements, as well as standards, guidelines, and best practices
- Consultation, participation, and involvement of employees in the decision-making process in the Occupation Health & Safety management system
- Continuous training of the employees and the third parties on issues related to occupational health and safety
- Continuous measurement and evaluation of its health & safety performance, based on appropriate indicators and objectives.
- Continual improvement of the Occupation Health & Safety management system to enhance the organization's Occupation Health & Safety performance
- Detailed and regularly updated risk assessment, to identify and eliminate, or effectively minimize any risks and hazards related to the working environment and the nature of company activities, using the hierarchy of controls.

- Prevention of work-related incidents, injuries or accidents and illnesses/diseases
- Focusing on the principles of ISO 45001 standard
- Fully implement all procedures and instructions that comprise the Occupational Health & Safety Management System
- Communicate this policy to its employees, subcontractors, related third parties, and any other stakeholder to provide awareness on health & safety obligations and procedures
- Provide regular and suitable training to its personnel
- Review and update this policy and related documentation so that they follow the company's needs and operations and fully aligned with current legislation.
- Continuously improve work conditions

The monitoring of the Occupational Health & Safety Management System by way of key performance indicators and the fulfillment of qualitative and quantitative goals, which will be periodically reviewed.

This Occupational Health & Safety Policy has been communicated to the personnel of the Company and is supported by all employees.

The Management