



ANTI-BRIBERY POLICY

Version 01, 29/05/2024

Bribery is an inherent characteristic of corruption and constitutes a threat to sound administration, sustainable growth, business ethics and good faith between traders.

PETSIAVAS in its long presence in business has never utilized, approved or encourage bribery practices and commits to continue to contribute in preventing and fighting against bribery and to act with ethics and integrity.

PETSIAVAS displays zero tolerance against incidents of bribery and fully complies with applicable legislation and the requirements of an Anti-Bribery Management System (ABMS), along the lines of the international standards ISO 37001:2016.

- Top Management has assigned a Responsible for the Anti-Bribery Management System and ensures unobstructed access to both him and Management for reporting bribery cases.
- The Responsible of the ABMS provides guidance and consultation to personnel, ensures compliance of the System with the requirements of ISO 37001:2016, acts towards continuous improvement and reports on the operation of the system to Top Management.
- Any form of bribery is prohibited, including facility payments, regardless of the amount or the way it is made.
- PETSIAVAS does not participate and does not make donations to political organizations and related persons or organizations.
- PETSIAVAS does not participate in joint ventures and does not control other organizations. It encourages all its Partners and Third Parties to implement anti-bribery practices.
- Trade practices by PETSIAVAS are conducted with transparency and without creating any expectation to the recipient to reciprocate by performing or omitting actions, or any other quid pro quo.
- Corporate gifts are accepted only if they are documented, legal and in compliance with the Anti-Bribery Management System.
- Personnel, Partners and Third Parties are encouraged to report suspected incidents of bribery to the Responsible of the Anti-Bribery Management System or to Management, without this entailing any adverse consequences for them.
- Top Management commits to investigating all related reports performed honestly and in god faith.

This Policy has been approved by the Board of PETSIAVAS and non-conformance, submission of verified malicious reports and consciously failing to report bribery cases can bring civil and/ or criminal sanctions, both to natural and legal persons.

S. Anastasopoulos
Chairman & Managing Director