



## **ENVIRONMENTAL POLICY**

Version 01, 06/10/2023

The Company commits to the protection of the environment, the sustainable management of the natural capital it utilizes in its operations and to a constant strive to reduce its environmental impact. To this end, it has incorporated in both its strategy and its day-to-day operations the following basic principles of Responsible Environmental conduct:

- **Compliance with applicable environmental legislation and environmental standards**
- **Commitment to constantly reduce the use of energy resources and search for alternatives**
- **Contribute in mitigating Climate Change through:**
  - Substitution of the use of public utility electricity by electricity from renewable sources.
  - Responsible use of its transport means and gradual replacement by vehicles that utilize less fossil fuel.
  - Heating with environmentally friendly fuel (natural gas, electricity from renewable sources).
- **Sustainable management of the natural capital through:**
  - Rational use and discharge of water.
  - Reduction of the production of hazardous waste and maximum reuse.
  - Use of recyclable and reusable materials where feasible.
  - Recycling and reuse of its waste, in cooperation with licensed partners.
- **Implementation of an Environmental Management System, certified per ISO 14001:2015 by an accredited body, its basic elements being:**
  - The constant identification and assessment of the environmental risks of the operations, the facilities and the products of the Company.
  - Mitigation of impact through suitable environmental programs and the implementation of monitoring and control mechanisms, with appropriate key performance indicators.
  - The conduct of regular internal and external audits to assess the performance of the Environmental Management System.
  - Regular environmental briefing and personnel training as applicable per sector, to increase awareness.
  - Evaluation of its partners with environmental criteria.
  - A process of reporting and investigating of environmental issues and implementation of corrective actions.
  - Regular review and assessment of the environmental aspects and risks.
  - Evaluation of the needs and requirements of interested parties regarding the environmental conduct of the Company.

This Environmental Policy is approved by Top Management, applicable throughout its business activity. The Company commits to providing resources in support of the Environmental Management System and the constant improvement of its performance.

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General Manager & Environmental Manager