

ENVIRONMENT, QUALITY, HEALTH & SAFETY AT WORK AND ROAD SAFETY POLICY

ENVIROCHEM HELLAS S.A. operates in the field of hazardous waste management (collection, transport, temporary storage), asbestos removal and soil decontamination / remediation. The company operates an Integrated Management System in accordance with the requirements of ISO 9001:2015, ISO 14001:2015, ISO 45001:2018 and ISO 39001:2012 and implements a Policy on Environment, Quality, Health & Safety at Work and Road Safety, through which it commits:

- ✓ to operate in full compliance with the National and European Legislative Framework and Rules and in general the compliance obligations governing all of its activities including those for the Environment, Health and Safety at Work and Road Safety
- ✓ to implement all necessary measures to protect the environment, including pollution prevention, sustainable use of resources, mitigation of impact and adaptation to climate change as well as protection of biodiversity and ecosystems
- ✓ to implement all necessary measures to provide safe and healthy working conditions, eliminate risks and reduce risks for Health and Safety at Work and Road Safety, prevent occupational accidents, road accidents and occupational hazards
- ✓ to offer services that fully satisfy both the needs of its customers and the requirements determined by itself,
- ✓ to reduce the risk of accidents and eliminate deaths and serious injuries that occur during road transport
- ✓ to continuously improve the Integrated Management System which it applies to both its performance and effectiveness in the areas of quality, environmental protection, health & safety at work and road safety
- ✓ to ensure and promote the consultation and participation of employees and, where they exist, employee representatives
- ✓ to combat any form of violence or workplace harassment - zero tolerance for violence - and to protect employees from any related behavior within the company. In addition, to support employees who suffer domestic violence, protecting their employment in the company, by any suitable means or adaptation. Employees can express concerns or raise issues directly to the Company's General Manager, who is designated as the "point of reference" for such incidents. A specific and universally understood procedure is followed for the intra-organisational treatment of harassing behaviours.

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For the implementation of its Policy, the company:

- ✓ applies standardized procedures at all stages of its cooperation with clients, from the first contact to the certified completion of each task.
- ✓ Manages the environmental issues arising from its work as an integral part of its operation and applies clean and safe procedures, both in the company's facilities and in the area where the work is carried out.
- ✓ Ensures safe working conditions for the employees, both in the company's facilities and during road transport and also in the place where the work is carried out, identifying the risks that may arise and providing all the necessary measures to control them.
- ✓ Ensures the legal and environmentally friendly disposal of waste, after a strict selection of partners and disposal / recycling companies.
- ✓ Provides a framework for establishing and reviewing quality, environmental and Occupational Health and Safety objectives.

In view of its goal for continuous improvement, ENVIROCHEM HELLAS S.A. communicates its Policy to all interested parties and asks for their contribution, where possible, to the achievement of its objectives, keeps up to date with new technologies and procedures, trains its staff and invests all the required resources, thus ensuring the best possible performance, in matters of quality, environment, health & safety and road safety.

Communication channels

At ENVIROCHEM HELLAS S.A., we are committed to always apply this policy. We make efforts to ensure that communication channels are always open. For any concern, report or complaint related to Quality, Environment, Health and Safety at Work and Road Safety issues, the interested parties can contact us via email: Envirochem@tee.gr or the Contact Form available on the Company's Website <https://www.envirochem.gr/11/el/Epikoinonia/>. It is noted that all relevant communications may be submitted anonymously to allow full freedom of expression.

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Georgia Giannioti-Managing Director

Michalis Kountoudios-General Manager