

**Integrated Policy on Quality, Occupational Health & Safety, Environmental & Energy Management
in accordance with the international standards
ISO 9001, ISO14001**

The Management of **EPIRUS METALWORKS S.A.**, firmly focused on:

- *manufacturing quality products and providing environmentally friendly services,*
- *constantly ensuring the satisfaction of all parties involved, by participating in open dialogue,*
- *maximizing its social contribution to the local communities in which it operates,*
- *contributing to the country's sustainable growth and reduction of its energy footprint in all the activities of **EPIRUS METALWORKS S.A.**,*
- *protecting the environment and reducing environmental impacts,*
- *promoting occupational health and safety.*

Manages all matters related to Quality, Health and Safety, Environment & Energy as an integral part of the business and strategic policy of EPIRUS METALWORKS S.A.

To this end, having identified all parties involved, defined, evaluated and incorporated all significant aspects in all areas of our activity (engineering, production, facilities and provision of services), we have designed, established and maintain an Integrated Quality, Environmental, Energy and Occupational Health & Safety Management System in the company in all units (offices and production unit), including ancillary activities and services, which is entirely compliant with the requirements of internationally recognized standards EN ISO 9001, EN ISO 14001.

The Management of **EPIRUS METALWORKS S.A.**, considering the quality, operational, labour, financial, and environmental requirements as well as the technical choices and the views of all parties involved, **is committed to (the):**

- monitoring, evaluation and control of the entire supply chain, in order to encourage its orientation towards sustainable growth through the adoption of actions that are directly related to Quality, the Environment, Energy management and Occupational Health & Safety. The purchase of energy-efficient and environmentally friendly products and services is supported and always sought after.
- transparent, timely reporting and thorough investigation of all quality, safety and environmental & energy related incidents to accurately identify and consistently apply appropriate corrective and preventive measures to prevent the recurrence of incidents.
- supporting and promoting active participation of all human resources and involved parties by submitting proposals in order to achieve continual improvement of the EPIRUS METALWORKS S.A.' performance in matters related to Quality, Environment & Energy and Occupational Health & Safety.
- prevention of all undesirable situations, through continuous risk assessment and by adopting safe technologies, practices and procedures for the prevention of emergencies and accidents which could pose a threat to the environment and the health & safety of employees and parties involved.
- reduction of natural resources consumption, energy consumption, noise emissions, waste and all harmful factors generated by EPIRUS METALWORKS S.A.' activities by adopting the appropriate best technical solutions, thus contributing to environmental protection, energy saving and sustainable growth in general.
- exclusive collaboration with appropriately licensed companies for the management of generated waste by prioritizing compatible methods with the principles of circular economy.
- self-assess our performance on Health & Safety, Environment & Energy in accordance with specific company rating criteria, on a regular basis.
- satisfaction of our staff in order to maximize their performance and ensure compliance with current legislative and regulatory requirements which govern all the activities of EPIRUS METALWORKS S.A.
- consultation and participation of workers, and, where they exist, workers' representatives.



Health and Safety

The Company's main goal is *"No accident and no occupational illness"*.

- create a culture that all injuries and work-related illnesses can and must be prevented
- strictly comply with all applicable legislation and to fully implement all Epirus Metalworks standards, instructions and procedures regarding Health and Safety at workplace
- identify, evaluate and regularly update operational processes' Health & Safety risks and implement preventive measures aiming to mitigate them
- report and investigate in depth all incidents (accidents, near misses and unsafe situations), and to implement appropriate corrective and preventive measures so as to avoid their reoccurrence;
- communicate all Health and Safety issues to all stakeholders openly and with transparency
- recognize the importance of peoples' attitudes and behaviors on Health and Safety and provide on-going information and training to support knowledge and skills development while encouraging their consultation and participation in all Health and Safety matters
- provide safe and healthy working conditions for the prevention of occupational injuries and illnesses that are appropriate to the organization and to the specific nature of its risks and opportunities
- continuously improve Health and Safety performance by engaging all stakeholders in the Health and Safety effort and integrate Health and Safety as a key element in all management process and corporate culture.
- provision of high-level training and availability of all necessary resources to our staff and partners, aiming to continuously upgrade their knowledge in order to achieve the professional competence required for their job position.
- eliminate hazards and reduce OH&S risks.

Health and Safety is everyone's responsibility.

Environment

- operate in full compliance with applicable national environmental legislation and other company commitments, as well as with the specific environmental operational terms of each plant;
- operate responsibly, aiming to minimize potential impacts to the environment and biodiversity, and to establish and adhere to mechanisms for monitoring environmental aspects and risks;
- establish and achieve meaningful targets for the Company's environmental management systems, as well as goals for continuously improving their environmental performance and their environmental footprint;
- strive to maximize the use of secondary raw materials in order to contribute to a circular economy and to minimize the carbon footprint of the products while at the same time optimize processes and develop new technologies to reduce the generation of waste;
- manage operational waste according to the principles of the circular economy;
- take the necessary preventive measures to ensure environmental protection for the storage of hazardous substances;
- recognize that water is a precious resource and that water resources must be conserved and aquatic life must be protected. The Company shall make efficient use of water in their operations and will increase efforts to reduce water consumption, and increase water reuse and recycling;
- address any potential environmental incidents by following the designated procedure of environmental incident response and relevant investigation;



- communicate performance transparently and participate in an open dialogue on environmental issues with all stakeholders.
- encourage business partners (suppliers, subcontractors) to adopt environmental principles at least as stringent as those adopted by Epirus Metalworks.

Energy

This policy confirms our approach to be a part of the global effort to tackle climate change. As significant consumers of both non-renewable and renewable energy, we are committed to buying and using energy in a responsible, efficient, and cost-effective manner with the aim to reduce our carbon footprint.

To achieve this, Epirus Metalworks is committed to:

- comply with all energy and carbon-related legislation and other regulatory and reporting requirements;
- improve energy efficiency continuously by implementing effective energy management programs that support all operations while providing a safe and comfortable work environment;
- evaluate all infrastructure investments (new equipment, refurbishing of existing equipment) and new production processes on the basis of energy and carbon footprint contribution;
- develop a strategy to effectively identify and reduce the carbon footprint; both from direct and indirect operations of the Company and its products;
- engage in industry-standard initiatives to set up a carbon reduction program throughout the value chain and involve all stakeholders;
- train employees in energy management practices according to their role and area of influence;
- actively engage with trade and public bodies to develop and implement best practices;
- regularly review and report on our performance and ensure continuous improvement.

Quality

- production of products and provision of services that are environmentally friendly, energy-efficient and compliant with, or even exceeding, the requirements and expectations of interested parties, using means that cause the least environmental impact while ensuring energy performance improvements and the prevention of work-related injury and illness.
- compliance with legislation currently in force regarding quality, as well as the various regulatory provisions and specifications for product manufacturing, provision of services, as well as requirements related to the company's energy use, consumption and efficiency, that have been accepted by EPIRUS METALWORKS S.A.
- study for Investing in development, research and innovation in order to continuously improve quality and economic competitiveness of EPIRUS METALWORKS S.A.' products and services, while promoting at all times the protection of the environment and the health & safety of our employees for the benefit and satisfaction of the requirements and expectations of all parties involved.
- setting and systematic and periodic monitoring of measurable targets of continuous improvement for Quality. There is absolute commitment in the provision of any and all available information and necessary recourses for the achievement of all aforementioned objectives.



The implementation of the Integrated Management System of **EPIRUS METALWORKS S.A.** is assigned to the Management Systems Manager and local Quality Manager, Environmental & Energy Manager and Health & Safety Engineer of the production unit who are responsible and competent to make decisions regarding the organization, operation, improvement and determination of targets and guidelines in their respective fields.

The policy of Integrated Management System must be respected by all employees and external partners (consultants and contractors) of **EPIRUS METALWORKS S.A.** as a condition for long-term cooperation

The suitability of the Integrated Policy on Quality – Environment & Energy – Occupational Health & Safety is audited via periodic Management Reviews. It shall be made available via the Company's intranet and displayed on notification boards at the Company's premises in order to be accessible to all, and shall be provided to all interested parties.

The present Integrated Policy on Quality – Environment – Energy – Occupational Health & Safety is implemented in all facilities of **EPIRUS METALWORKS S.A.**

Kefalovryssso Pogoniou, December 2021

General Manager

Periklis Sapountzis

