

Sustainability Policy

Epirus Metalworks is committed to meet the needs of society by delivering, through its subsidiaries, products in a reliable, inclusive and sustainable manner, and in doing so, creating shared value for all stakeholders.

The Company commits to operate in a way that creates progress towards the UN Sustainable Development Goals. Through this commitment, The Company seeks to help preserve the environmental, social and economic assets that are fundamental for society and important to its long-term value creation. The Company builds on the contribution of its employees and fully integrate sustainability in its strategy, business plans, operations, aiming to maximize its positive effect by engaging with all business partners.

Sustainability Policy of Cable Wires in accordance with the Company's values of responsibility, integrity, transparency, effectiveness and innovation and is determined by the Top Management, which is committed to the:

- implementation of the Sustainability Policy at all levels and in all the Company's operating entities.
- strict compliance with the legislation in force and full implementation of standards, policies, internal guidelines and procedures applied by the Company as well as other commitments, arising from voluntary agreements, countersigned and accepted by Epirus Metalworks.
- two-way and open communication with all stakeholders in order to identify and record their needs and expectations.
- provision of a safe and healthy working environment for our people, partners and any third party involved.
- protection of human rights and provision of a work environment of equal opportunities, free from any discrimination.
- continuing efforts to reduce the environmental footprint, though implementing responsible actions and preventive measures in accordance with Best Available Techniques,
- cooperation and support of local society aiming to contribute to the sustainable development of the local communities in which we operate.
- continual pursuit of creating added value for the stakeholders.

In order to realize the aforementioned commitments, Epirus Metalworks voluntarily and responsibly has been planning and implementing the relative programs, while, at the same time, setting strategic priorities, which focus on the following areas of Sustainability of the Company:

- 1. Economic Growth and Corporate Governance** : The Company aims to achieve positive financial results, implements a system of sound Corporate Governance, assesses and manages business risks in order to safeguard the interests of the stakeholders. It develops procedures and takes measures both to enhance transparency and integrity and to prevent and combat corruption.

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- 2. Marketplace** : The Company commits to comply with all applicable laws and regulations and to work against corruption and bribery in all its forms. The Company has zero tolerance for bribery, fraud, unfair competition and other types of inappropriate business behavior. The Company pledges to uphold sound business practices in its organization and to promote such practices amongst its business partners.
- 3 Human Resources – Occupational Health and Safety** : The Company respects and supports internationally - recognized human rights and implements fair reward, meritocracy and equal opportunities in respect of all its employees, free from any discrimination and with respect to its personnel diversity. The Company commits to safeguarding labour and human rights, to promote safe working conditions, mental health and well-being, and giving their employees good learning and development opportunities in their work.
- 4. Environment** : The Company commits to take action to combat climate change, as well as preserving natural resources that the companies rely on, promote recycling and circular economy to create more sustainable consumption and production, while at the same time seeking to maximize the utilization of secondary raw materials. The Company provides solutions and knowledge to the customers and business partners, supporting them to reach their sustainability ambitions directly and indirectly via industry initiatives to improve their sustainability performance. The Company commits to meet society’s current and future needs by seeking to provide low-carbon, circular and safe products with production operations that respect their employees, social partners and the environment.
- 5. Local Community** : The Company stands by the side of its local community and responds with sensitivity to matters of its concern building up a close relationship based on dialogue and cooperation. The Company designs and implements actions to meet the fundamental needs of society in terms of employment, development, education, health, environment and culture. It encourages volunteerism and supports initiatives, in order to develop the local community.

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In respect of all the above key issues concerning the Company and its subsidiaries, we set targets of Sustainability, which are annually assessed for their effectiveness and revised when deemed necessary.

The relevant policy, the results of The Company performance as regards Sustainability issues, as well as the implementation of programs and achieving the objectives set, are monitored by the Company's Sustainability team and are disclosed, on an annual basis, in order to keep all stakeholders informed.

The opinions and view of the stakeholders are taken into account under an annually-held Management Review of all the above issues.

Approved by
Periklis Sapountzis
General Manager
05/11/21

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