



## OCCUPATIONAL HEALTH AND SAFETY POLICY

Through this Occupational Health and Safety Policy, the Group acknowledges that economic growth, as well as the Group's sustainability and smooth operation, directly depend on the integrity, health and safety of its employees. It also recognises its responsibility to actively contribute to taking immediate action to avoid/prevent or resolve issues relating to accidents, near misses and employee complaints

Based on its existing procedures and assessing the environment where it operates, the nature and scope of its activities and the potential risks in terms of occupational health and safety issues, through this Policy, the Group commits to the following:

- Being a responsible collective member of society, by demonstrating the implementation of best practices and procedures, as well as its continued performance improvement in the area of Occupational Health and Safety.
- Identifying and assessing health and safety risks, and taking the required measures immediately, to avoid, mitigate or eradicate them.
- Applying measures to prevent and avoid work-related accidents, events and illnesses, as well as to prevent and combat violence and harassment at work.
- Respecting and honouring the legal provisions, regulations and international conventions relating to Occupational Health and Safety.
- Conducting ongoing dialogue with employees to secure their active participation in ensuring a safe and healthy work environment.
- Drafting proactive programmes to improve work conditions and avoid the occurrence of hazardous situations during its operation.
- Paying attention to the continuous education, training and encouragement of employees, aiming to improve their performance on Occupational Health and Safety issues and address emergencies efficiently.
- Observing and maintaining the safe operation of workplaces.
- Ensuring the continued improvement of the Occupational Health and Safety Framework and making all required resources available in implementing it.
- Developing and applying a process for receiving and managing violence and harassment complaints, so that the forwarding and examination of complaints is objective and unbiased, while ensuring discretion and confidentiality of the information and personal data of victims and offenders.
- Encouraging the main suppliers and associates to uphold the Group's Health and Safety principles and endorse its commitment.

The Health and Safety of employees concerns everyone participating in the Group's operations and the commitments of this Policy are embraced by all employees across all business levels.

This Policy is distributed within the Group and to all stakeholders.