

ENVIRONMENT, HEALTH AND SAFETY POLICY

SOLERGON considers that compliance with law, quality, environmental protection, energy performance improvement, employees' health and safety, and compliance with the company Code of Conduct are employees and suppliers' **obligation**.

SOLERGON S.A., with respect for individuals and the environment, operates an Environmental, Health & Safety Management System at Work in accordance with the requirements of ISO 14001:2015 & ISO 45001:2018 respectively. The approach of the Environment and Occupational Health and Safety are continuous and defined procedures, which ensure the guarantees for the consistent presence of the Company in the area it operates.

The main disciplines are:

- Education and development of human resources.
- Ensuring the environment protection, the prudent and rational use of natural resources, while minimizing the impact of the company's activities on the environment.
- Ensuring the protection of the health and safety of its employees, partners, the local community and the public.

In the context of the continuous improvement of the System, Management sets aims for the environment, health and safety at work, which are reviewed annually as to the extent to which they are implemented. New or older ones are approved, depending on the performance of the company and the conditions in its activity field.

The company is committed to:

- ✓ The systematic monitoring and compliance with conformities obligations relating to the environment, health and safety at work, as well as other requirements related to its operation.
- ✓ The systematic identification, assessment and check of the environmental and health and safety risks arising from its activities, including those of external providers and interested parties.
- ✓ Minimizing and rational management of its waste generated and increasing the materials to be recycled, compared to those available for disposal.
- ✓ To inform and encourage its employees to participate actively, at individual and collective level, in improving the workplace and in environmental protection actions.
- ✓ Environmental protection, including pollution prevention, sustainable use of resources, adaptation and mitigation of the impact on climate change, as well as the protection of biodiversity and ecosystems.
- ✓ Protection of monuments and cultural heritage.
- ✓ Prevention of physical damage.
- ✓ Prevention of property damage.
- ✓ Prevention of work-related health hazards.
- ✓ Prevention of accidents and occupational diseases.
- ✓ The continuous improvement of working conditions, the way the environment is treated and the Environment, Health and Safety Management System itself at work, through the development and evaluation of procedures and relevant indicators, in order to improve environmental performance and performance for health and safety at work.

- ✓ Promote interactive meetings and informing interested parties with sincerity and mutual respect

As a result of the above, the company Management is committed to its active participation in the implementation of the system and the provision of resources at each level that will contribute to the continuous improvement of the system.

SOLERGON Management in cooperation with its executives, ensures that the documented data of the Environment and Health and Safety System at work are communicated and fully understood by all its staff, implemented and respected at all levels of the company structure. In addition, the company motivates external suppliers and any other interested party to adopt its principles and to operate in accordance with them.

This policy is available to inform employees, customers, suppliers and any other interested parties.

Athens, January 2023

For SOLERGON SA



Managing Director