

Ergonomia S.A. POLICY

Ergonomia SA, having acquired the first license in Greece for providing external services on protection and prevention of occupational risk, has adopted the vision of its founder as its strategic direction: the prevention of occupational and industrial risk by:

- Providing exemplary ergonomic solutions, occupational safety and health services, as well as environmental protection services, that:
 - at a minimum comply with the applicable laws and reasonable customer requirements,
 - enjoy recognition by the competent authorities, the marketplace and the relevant experts,
 - are set as a positive benchmark for other similar services in Greece,
 - ensure the protection of the environment,
- Prohibiting discrimination and forced labor, providing any interested party with the means for communicating any grievance or complaint, both in the Ergonomia SA premises as well as during the presence of its employees and associates in the premises of other enterprises and
- Ensuring that information is treated, especially in the case that the client is the Information owner, based on legal obligation and according to:
 - confidentiality
 - integrity
 - availability

In order to effectively consult and support its clients in accordance with the above strategy and operational framework, Ergonomia SA aims at and is committed to, as its key objectives in the context of (a) quality assurance for the services provided, (b) treatment of its significant environmental aspects, (c) the provision of safe and healthy working conditions to prevent injury and ill health related to work, (d) anti-bribery, (e) information security and in particular (f) ensuring the quality of measurements of harmful agents in workplaces to:

- closely monitor and adapt to international and national changes in legislation and worldwide best practices related to its activity,
- employ dedicated, experienced and reputable executives, whose qualifications are suitable for the processes of Ergonomia SA. and, in particular for the services it provides to its customers,
- educate, support, evaluate and reward its partners (business associates) and employees continuously, encouraging their consultation and active participation,
- continuously invest in human resources and infrastructure,
- consider the specific nature of the occupational health and safety risks and opportunities it faces, also by encouraging and supporting the collaboration with other occupational groups in composite working environments,
- Ensuring impartiality, especially in the case of workplace harmful agents measurement services
- prohibit bribery by and to its employers, and to demand the same by its business associates,
- comply with the anti-bribery legislation and legislation on the protection of personal data that is applicable to Ergonomia SA at all levels of business operation,
- assure that the policies, procedures and best practices that are established in relation to all aspects of the Management System concern in its entirety the purpose of Ergonomia SA, something that is already ensured through compliance with the requirements of the respective Standards,
- encourage its employees and business associates to report suspected bribery in good faith or based on reasonable faith, confidentiality and without fear of retaliation,
- assign the responsibility for ensuring the anti-corruption processes through the establishment of a three-member internal committee, which acts independently of any other responsibility or competence that its members have undertaken for Ergonomia SA,



- the top management of Ergonomia SA to impose administrative consequences on those found to have been actively involved in the incident of any case of non-compliance with the anti-bribery policy, either employees or business associates, after due investigation, and
- the top management of Ergonomia SA to set the objectives for information security during the management review process, either at a strategic level or within performance monitoring, covering at least the requirements of Annex A of international standard ISO / IEC 27001: 2013 and in relation to the entire operation of the company.

Ergonomia SA management is committed to allocate all the necessary resources for the achievement of its objectives and the continuous improvement of the Management System (MS) that Ergonomia has established, currently implements and maintains, in compliance with ISO 9001:2015, ISO 45001:2018, ISO 14001:2015, ISO 37001:2016, ISO/IEC 27001:2013 and ISO/IEC 17025:2017, specifically for the Measurement Department (option B to comply with the requirements for a Management System), in order to improve its environmental performance, while improving the level of workers' protection against occupational and industrial hazards. Improvement of the MS is based on respecting the employees and associates of Ergonomia SA, its customers, the community and the environment.

One of the basic principles of the company is its focus on the customer, so the MS has been developed in order to ensure satisfaction of reasonable customer requirements. The level of customer satisfaction is a permanent point of improvement.

This policy statement has been established, implemented and maintained with the care of the Management and in accordance with the applicable requirements for the MS, is available as documented information, communicated in the appropriate languages within Ergonomia SA and to employees and business associates with a non-negligible risk of bribery and is available to relevant stakeholders when required.

For Ergonomia SA

A handwritten signature in blue ink, appearing to read "Ilias Banoutsos".

Ilias Banoutsos

President of the BoD

27/03/2023