

Integrated Policy on quality, occupational health & safety, environmental & energy management in accordance with the international standards ISO 9001:2015, ISO14001:2015, ISO 50001:2018 and ISO 45001:2018.

The Management of Hellenic Cables (Hellenic Cables S.A. and Fulgor 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 Hellenic Cables,*
- *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.

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. The Company's integrated management system is established in all our companies in Greece and all of our production units, including ancillary activities and services, which is entirely compliant with the requirements of internationally recognized standards ISO 9001:2015, ISO 14001:2015, ISO 50001:2018 and ISO 45001:2018.

The Management of Hellenic Cables, taking into account 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):

- 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.
- Continual improvement of its environmental & energy performance.
- Compliance with legislation currently in force regarding quality, environmental protection and occupational health & safety (national and EU), 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 Hellenic Cables.
- Study for Investing in development, research and innovation in order to continuously improve quality and economic competitiveness of the Hellenic Cables' 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.
- 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.
- Setting and systematic and periodic monitoring of measurable targets of continuous improvement for quality, environment & energy (including environmental footprint) and occupational health & safety which shall effectively contribute to the achievement of all objectives set out. There is absolute commitment in the provision of any and all available information and necessary recourses for the achievement of all aforementioned objectives.
- 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 consultation and participation of all human resources and involved parties by submitting proposals in order to achieve continual improvement of the Hellenic Cables' performance in matters related to quality, environment & energy and occupational health & safety.
- Prevention of all undesirable situations, elimination of hazards and reduction of risks 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 the Hellenic Cables' 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 Hellenic Cables.

The implementation of the Integrated Management System of Hellenic Cables is assigned to the Management Systems Manager and local Quality Managers, Environmental & Energy Managers and Health & Safety Engineers of each 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 Hellenic Cables 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 as posted on the website of Hellenic Cables.

The present Integrated Policy on quality – environment – energy – occupational health & safety is implemented in all facilities of Hellenic Cables (Hellenic Cables S.A. and Fulgor S.A.).

Maroussi, December 2020

The CEO
of Hellenic Cables



Alexios Alexiou