

**Integrated Policy on quality, occupational health & safety, environmental, energy management and climate change, in accordance with the international standards
ISO 9001:2015, ISO 14001:2015, ISO 50001:2018, ISO 45001:2018 and ISO 14064:2018.**

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, by operating with responsibility,*
- *providing safe workplace and continuously promoting occupational health and safety for employees as well as for partners, including customers, suppliers, contractors, subcontractors, business associates and visitors,*
- *being part of the global effort to tackle climate change*

manages all matters related to quality, health & safety, environment, energy and carbon footprint, 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 to the sustainability of Hellenic Cables in all areas of our activity (engineering, production, storage installations, facilities and provision of services), we have designed, established and maintain an integrated quality, environmental, carbon, 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, ISO 45001:2018 and ISO 14064:2018.

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):

- Main goal which is "No accidents and no occupational illness".
- Creating a culture that all injuries and work-related illnesses can and must be prevented.
- 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 & biodiversity impact while ensuring energy performance improvements and the prevention of work-related injury and illness as well as establishing and adhering to mechanisms for monitoring environmental aspects and risks.
- Continual improvement of its environmental & energy performance using energy in a responsible, efficient, and cost-effective manner with the aim to reduce the carbon footprint, actively engaging with trade and public bodies to develop and implement best practices.
- Evaluate all infrastructure investments (new equipment, refurbishing of existing equipment) and new production processes on the basis of energy and carbon footprint contribution, along with a strategy to effectively identify and reduce the carbon footprint; both from direct and indirect operations of the Company and its products.
- Engage in industry-standard initiatives to set up a carbon reduction program throughout the value chain and involve all stakeholders
- Strict compliance with legislation (national and EU) currently in force regarding quality, environmental protection (energy and carbon-related and other regulatory and reporting requirements), occupational health & safety and all standards, instructions and procedures regarding Health and Safety at workplace, 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 and environmental operational terms of each plant 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, according to their

role and area of influence, aiming to continuously upgrade their knowledge in order to achieve the professional competence required for their job position and support among others Health and Safety knowledge and skills development through recognizing the importance of people's attitudes and behaviours on Health and Safety.

- Setting systematic and periodic monitoring of measurable targets of continuous improvement for quality, environment (including waste & water management and environmental footprint) & energy (including carbon 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 & Carbon emissions management and Occupational Health & Safety. The purchase of energy-efficient and environmentally friendly products and services is supported and always sought after as well as the maximum use of secondary raw materials in order to contribute to a circular economy and to minimize the carbon footprint of the products.
- Transparent, timely reporting and thorough investigation of all quality, health & safety and environmental & energy related incidents (accidents, near misses and unsafe situations) to accurately identify, follow the designated procedure for incident response and consistently apply appropriate corrective and preventive measures to prevent the reoccurrence of incidents.
- Supporting, promoting active consultation & participation and engaging 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 and integrating Safety as a key element in all management process and corporate culture.
- Communicating all Health and Safety issues to all stakeholders openly and with transparency.
- Prevention of all undesirable situations, elimination of hazards and reduction of risks through identifying, evaluating and regularly updating operational processes' Health & Safety risks & opportunities and by adopting safe technologies, practices and procedures for the prevention of emergencies and accidents which could pose a threat to the environment (i.e. environmental protection for the storage of hazardous substances) and the health & safety of employees and parties involved.
- Reduction of natural resources consumption, energy consumption, carbon and 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.
- Recognize that water is a precious resource which must be conserved and aquatic life must be protected. Hellenic Cables' make efficient use of water in their operations and increase efforts to reduce water consumption, and increase water reuse.
- Exclusive collaboration with appropriately licensed companies for the management of generated waste by prioritizing compatible methods with the principles of circular economy as well as optimizing processes and developing new technologies to reduce the generation of waste.
- 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, to the corresponding Quality Managers for all Hellenic Cables' companies and to local Environmental, Energy and Health & Safety Managers of each production facility, 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. Employees and business partners should be committed to safeguarding Health and Safety "in all places at all times" as a condition of continued employment and collaboration since Health and Safety is everyone's responsibility. Business partners (suppliers, subcontractors) should be encouraged to adopt environmental principles at least as stringent as those adopted by Hellenic Cables.

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

Responsibility for the implementation of this Policy lies with the most senior executive responsible for each company.

Maroussi, November 2021

The CEO
of Hellenic Cables



Alexios Alexiou