

EUREKA HELLAS S.A.	QUALITY and ENVIRONMENTAL MANAGEMENT POLICY	Issue:	10η
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CHAPTER 3. QUALITY & SAFETY of ENVIRONMENT & PRODUCT DEFENSE POLICY

The main purposes of EUREKA HELLAS S.A. is the full satisfaction of the demands and needs of its customers, the compliance with product requirements, the cultivation of a product safety culture, the production of safe products for use by the consumer, the sustainability and the full implementation of a Quality and Environmental Management System in all the company's activities, respecting the relevant legislation, regulations and requirements of ISO 9001:2015, ISO 14001:2015, IFS-HPC and SMETA-4pillars standard.

The above is achieved through:

- Continuous effort to improve and ensure the highest quality and safety of manufactured products and customer service.
 - Focusing on the needs of customers and consumers.
 - Defining specifications for the products.
 - Identifying security issues and taking the required measures.
 - Applying modern and scientific methods of production, control, management and disposal of products in the specified time and at the lowest possible cost for the company, customers and suppliers.
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- Creating and consolidating an organized environment that encourages continuous improvement of quality and safety at all levels.
 - Improvement of factory facilities and continuous updates and training of employees regarding product safety, their own safety and hygiene at work.
 - Implementation of procedures that ensure high level of environmentally conscious operation of the factory. It measures and promotes measures to reduce the impact of its activities at the environment in which operates, thus promoting positive results for biodiversity. The facility is located within an industrial area away from protected areas-habitats.
 - Continuous improvement and promotion of communication and cooperation between company's departments, as well as, between company and all of its customers and suppliers.
 - Promotion and implementation of innovations, renewal and improvement of mechanical equipment and strengthening of work force capabilities.
 - Providing information and training of the staff of all levels, both in their roles and responsibilities, company's ethics, health and safety in the premises, quality and environmental management, sustainability and cultivating a culture of safety and product defense.
 - Encouraging staff to recognize, identify and address risks related to product safety within the policy of cultivating a safety culture. Zero tolerance for deliberate sabotage.
 - Consistent compliance with the legal framework of company activities.

For EUREKA HELLAS S.A. the concept of sustainable development is not something new. It is part of the company ethos and accompanies it, throughout its development. It cares in every way for its own people and their future, while at the same time it cares for society's well-being and the protection of the environment.

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EUREKA HELLAS S.A. has adopted a series of commitments for environmental protection and to reduce its ecological footprint:

- ✓ Promoting environmental training.
- ✓ Encouraging the positive attitude of the local community, towards environmental issues.
- ✓ Prevents the pollution of air, water and soil, from its own operation, by emphasizing prevention. Pollutant emissions are recorded and controlled.
- ✓ Promoting and encouraging the reduction of wastage, in facilities:
 - ❖ It encourages the reduction of food waste in its facilities.
 - ❖ Responsible consumption of resources. Resource flows, in operational processes, are recorded and controlled.
 - ❖ It records energy consumption and promotes energy saving and energy upgrade measures in its facilities, minimizing the environmental impacts related to greenhouse gas emissions and energy use:
 - use of 100% led lighting in offices and production.
 - Installation of motion detectors.
 - 90% of forklifts are electric.
 - use of natural gas for heating.
 - Replacement of old energy-consuming machines with modern ones with lower energy consumption.
- ✓ Responsible management of the water consumed by the company, minimizing any related environmental impacts.
 - ❖ It encourages the development of products with low water impact throughout their life cycle. This includes reducing water consumption during production and use, as well as minimizing water pollution from the use of the products.
- ✓ It carries out projects in its facilities in order to reduce the potential effects of climate change and to adapt to the new conditions.
- ✓ Responsible waste management:
 - ❖ Waste is separated at source.
 - ❖ The amount of waste produced is monitored.
 - ❖ Promotes recycling.
 - ❖ Disposal of waste according to the current legislation by licensed partners.
 - ❖ The liquid waste is processed in the factory's biological treatment unit, tested and then discharged into the DEYAMB network.
- ✓ At the company's products, promote and encourage:
 - ❖ the use of recyclable and recycled packaging materials
 - ❖ the reduction of chemicals harmful to aquatic environment
- ✓ Implements practices for the safe handling, use, storage and disposal of chemicals, ensuring compliance with relevant legislations, protecting the health and safety of employees and minimizing environmental impacts.
- ✓ It is aligned with the legislative requirements relating to the national climate strategy. With the aim of safeguarding public health, protecting the environment and combating climate change. Until 2030 EURIKA HELLAS SA aims:
 - ❖ Reduce greenhouse gas emissions from operations by 30%, compared to 2019.
 - ❖ To use 30% recycled plastic in the PET plastic packaging of the products.
 - ❖ To use recyclable plastic packaging at a rate of 55%.
 - ❖ 32% of total energy consumption to be covered by renewable energy sources.
 - ❖ 100% of packaging reusable or recyclable material.
 - ❖ 40% of packaging reusable material.

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- ❖ 10% of grouped packaging reusable material.
 - ❖ 50% reduction in empty space in grouped packaging & transport packaging that does not consist of reusable packaging. Reduction in packaging weight and volume.
 - ❖ 100% of company vehicles registered by the company should be zero-emission vehicles, i.e. pure electric or other vehicles with zero emissions.
- ✓ Works with suppliers and subcontractors providing expertise to establish high environmental standards. The materials supplied fully comply with applicable legislation.
 - ✓ Committed to ensuring that the raw materials used in production come from sustainable and responsible sources, without contributing to deforestation or the destruction of natural ecosystems. Recognizes the importance of protecting forests in addressing climate change, preserving biodiversity and securing natural resources for future generations.
 - ✓ Ensures that the company's Quality and Environmental Management Policy is known to its staff.

EUREKA HELLAS S.A. is member of the SEDEX global community following certification with the ethical standard SMETA that concerns ethical industrial practice, ensuring the human rights of workers, working conditions and a safe working environment without discrimination. It has adopted a number of commitments to provide a working environment which respects and complies with legislative requirements to prevent and address all forms of violence and harassment, including gender-based violence and sexual harassment.

The Quality and Environmental Management Policy supports the Quality and Environmental Management System which consists of a fully defined program of actions, with a specific schedule, with feedback mechanisms and anything else required, in order to achieve the goals that have been set.

Also, the Company has appointed a Quality and Environmental Management Officer, who reports to Management and has the jurisdiction and organizational independence to ensure that the company's Quality and Environmental Management System operates effectively and is maintained in accordance with ISO 9001:2015, ISO 14001:2015 IFS-HPC and SMETA-4pillars standard as well as any other applicable directives and legislations.

For the Company of EUREKA HELLAS S.A.

The Chairman and Chief Executive Officer

Nikos X. Sarris

ΔΙΑ ΕΥΡΗΚΑ ΕΛΛΑΣ Α.Ε.

 ΝΙΚΟΣ Χ. ΣΑΡΡΗΣ
 ΠΡΕΣΒΥΤΕΡΟΣ & ΔΙΟΝΥΣ ΣΥΜΒΟΥΛΟΣ

31/3/2025