

EUREKA HELLAS S.A.	QUALITY AND ENVIRONMENTAL MANAGEMENT POLICY	Issue:	10η
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2.9 Health and Safety at Workplace

The Company ensures compliance with health and safety rules and regulations for its employees, not only due to its legal obligations but also because it believes that a suitable, healthy, and safe working environment contributes to the improved quality of services provided by its staff to customers.

In this context, the Company has appointed a Safety Technician who, in collaboration with the relevant management team and factory administration, is responsible for the following:

- Training staff according to their roles and informing them through regular (at least annual) or special meetings about new developments in their field.
- Recording observations and proposals related to hygiene and safety on a regular basis so that Management is informed and necessary measures can be taken.
- Identifying workplace risks, evaluating and proposing preventive measures, which are approved, implemented, and monitored for effectiveness by Management.
- Ensuring the proper placement and maintenance of safety signs in the workplace (e.g., hazardous areas, use of personal protective equipment, fire extinguisher locations).
- Creating safety rules and ensuring that staff are informed about them. Safety rules must be accessible to everyone.
- Regularly inspecting the condition of premises and equipment, and verifying adherence to work rules and instructions.
- Providing the necessary personal protective equipment and ensuring their use by the staff.
- Forming a first aid team and managing emergency situations.
- Ensuring compliance with all requirements set by workplace health and safety legislation.

EUREKA HELLAS S.A. is committed to achieving **zero workplace accidents, zero environmental incidents, and zero complaints related to consumer's safety, per year**. The company's dedication to these goals is unwavering. Top priority is given to the safety of the facility and the environment through the implementation of work instructions, emergency plans (Seveso III safety study), procedures for the safe handling of equipment, a preventive maintenance log for critical machinery, and regular internal training for staff on hygiene and safety, including safety drills with the participation of the factory's fire safety team.

For the company EUREKA HELLAS SA
The Chairman and Chief Executive Officer
Nikos X. Sarris

22.2.2024

ΔΙΑ ΕΥΡΗΚΑ ΕΛΛΑΣ Α.Ε.

ΝΙΚΟΣ Ξ. ΣΑΡΡΗΣ
ΠΡΟΕΔΡΟΣ & Δ/ΝΩΝ ΣΥΜΒΟΥΧΟΣ