



## Health and Safety at Work Policy

### Introduction

KATRADIS Group of Companies is committed to operating in a manner that prioritizes the health and safety of all employees, partners and visitors. Recognizing the critical importance of workplace safety, we are dedicated to preventing accidents, reducing the potential impacts of our activities and minimizing health and safety risks.

### Commitments:

1. **Legal Compliance and Continuous Assessment:** KATRADIS, strictly adhere to all legal and other requirements related to health and safety at work and regularly assess our degree of compliance to ensure constant alignment with these standards.
2. **Accident and Illness Prevention:** We implement all feasible measures for preventing workplace accidents and illnesses, prioritizing the safety and well-being of everyone in our facilities and eliminate hazards.
3. **Setting and Reviewing Objectives:** We establish clear goals and objectives for health and safety, which are systematically reviewed and updated to drive continuous and further improvement in our performance.
4. **Collaboration with Authorities:** Actively cooperate with national and local bodies responsible for the protection of health and safety at work, ensuring alignment with best practices and regulatory guidelines.
5. **Awareness and Education:** We promote awareness of health and safety issues among all stakeholders, including employees, partners and visitors, through ongoing education and training initiatives. We commit, to consultation and participation of workers, and, where they exist workers' representatives
6. **Stakeholder Communication:** We effectively communicate our health and safety policy to all stakeholders, ensuring clear understanding and collaboration in our safety efforts.
7. **Mental Health and Well-being:** We include initiatives aimed at supporting mental health and overall well-being of our workforce, recognizing that health extends beyond physical safety.
8. **Continual improvement** of the OH&S management system

*Implementation through ISO 45001:2018 System:* Our commitment to health and safety is operationalized through our Occupational Health & Safety Management

System, which aligns with the ISO 45001:2018 standard. This system provides a structured framework for managing health and safety risks and opportunities.

**Management's Role:**

The framework and mechanism for defining and reviewing our health and safety objectives and goals are anchored in the regular reviews of the System by the Management.

This includes:

1. **Regular Safety Audits:** Conducting thorough safety audits to identify potential hazards and implement corrective actions.
2. **Employee Engagement and Feedback:** Encouraging employee participation in safety programs and incorporating their feedback into safety strategies.
3. **Emergency Preparedness and Response:** Ensuring preparedness for emergency situations through regular drills and updated response plans.
4. **Health and Safety Performance Metrics:** Monitoring and reporting on key health and safety performance metrics to guide improvements and decision-making.

**Conclusion:**

The Health and Safety at Work Policy of Katradis Group of Companies reflects our unwavering commitment to creating a safe and healthy work environment. We believe that the well-being of our employees, partners, and visitors is paramount and are dedicated to upholding the highest standards of health and safety in all our operations.

This enriched policy integrates additional elements like mental health, regular safety audits, employee engagement, and emergency preparedness, providing a more holistic and comprehensive approach to workplace health and safety.

KATRADIS Group  
Yannis Kontakis, General Manager