

SOCIAL ACCOUNTABILITY POLICY

International Standard Social Accountability SA 8000:2014

The Management of Antipollution S.A., being fully aware of its role and responsibilities in the field of its operation and in society, defines its **Social Accountability Policy** by setting the following guidelines:

- Compliance with the legislation in the implementation of its operations, as well as with other requirements that the Company has accepted.
- Commitment to comply with the requirements of the Standard SA 8000, regarding the protection and promotion of human and labour rights aiming at:
 1. The protection of the employees as well as the prevention of negative impacts related to occupational health and safety.
 2. The abolishment of any kind of child or forced labour as well as discrimination or harassment at work.
 3. The promotion of equal opportunities, meritocracy, and collective work.
- Communicate the Social Accountability Policy to Company's stakeholders, including:
 1. Employees
 2. Suppliers and subcontractors
 3. Local community at all projects
- Provide all the necessary resources and means by:
 1. The use of modern equipment and the provision of personal protection means.
 2. The continuous information, awareness, and training of the personnel.
- Control of all the processes to ensure the continual improvement of the Social Accountability System.

All the above main priorities of Antipollution S.A. are part of its Corporate Social Responsibility.

The main objectives and commitments of Antipollution S.A. are:

- The prevention of violations of human and labor rights.
- The promotion of a healthy and safe working environment.

- The achievement of being recognized as an employer of first choice.

Antipollution sets objective goals and targets, which are measurable and achievable.

These goals and targets are evaluated annually on their effectiveness, are reviewed, and revised if it is necessary.

Piraeus, 14/11/2023



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Antipollution S.A.