



## INTEGRATED MANAGEMENT SYSTEM DOCUMENTS

Title: **ANTI-BRIBERY POLICY**

Document Code: **P05** | Current Version: **2<sup>nd</sup>**

ANTIPOLLUTION is fully committed to promoting transparency, integrity, and professional ethics in all its activities. Within this framework, the company adopts the present Anti-Bribery Policy, which complies with the requirements of the International Standard ISO 37001:2016.

This Policy applies to all company personnel, contractors, subcontractors, and external partners operating within company premises, including headquarters, facilities, projects, construction sites, and any other operational activities.

The Company's Management is committed to complying with the strict requirements of ISO 37001 and applicable anti-bribery legislation. This commitment constitutes a fundamental pillar of the company's policy for the prevention and combat of bribery. Through full compliance with ISO 37001:2016, the company ensures the implementation of effective control systems and transparency across all its operations.

In this context, the Management of ANTIPOLLUTION:

- ❖ Strictly prohibits all forms of bribery.
- ❖ Requires full compliance with applicable anti-bribery laws and regulations.
- ❖ Seeks the continuous improvement of the Anti-Bribery Management System in order to enhance its performance.

Based on the above commitments, ANTIPOLLUTION has proceeded with:

- ❖ Continuous information, training, and encouragement of all personnel for their active participation in the Anti-Bribery Management System.
- ❖ Establishment of procedures and mechanisms for identifying and managing conflicts of interest.
- ❖ Setting anti-bribery objectives, systematically monitoring their implementation, and reviewing them.
- ❖ Assessing bribery risks associated with all its activities.
- ❖ Periodic internal audits of the Anti-Bribery Management System to ensure its effective implementation.
- ❖ Management review of the Anti-Bribery Management System to ensure its suitability, adequacy, and effectiveness.
- ❖ Establishment of a dedicated Anti-Bribery Compliance Function, composed of selected members of its personnel, to ensure the impartial and effective implementation of the Anti-Bribery Management System.

Η ANTIPOLLUTION ενθαρρύνει την αναφορά κάθε υποψίας ή αντίληψης δωροδοκίας από τους εργαζόμενους και συνεργάτες της. Οι αναφορές μπορούν να υποβληθούν με email στο [antibribery@antipollution.com](mailto:antibribery@antipollution.com).



INTEGRATED MANAGEMENT SYSTEM DOCUMENTS

Title: **ANTI-BRIBERY POLICY**

Document Code: **P05** | Current Version: **2<sup>nd</sup>**

All reports are examined confidentially and as a matter of priority. Reports are treated as confidential to the extent permitted by law. Failure to report a violation of the Anti-Bribery Policy constitutes a separate breach of the Policy and is subject to disciplinary measures, which may include termination of employment or termination of cooperation.

This Policy is reviewed annually, and each version is communicated and/or made available to all interested parties.

On behalf of the Management,

**Ioannis Karamplias**

**ANTIPOLLUTION Single Member Shipping SA**  
**ENVIROMENTAL PROTECTION SERVICES**  
2nd AKTI POSEIDONOS STR. 18531 - PIRAEUS  
TEL.: +302104232426 - TIN: 095543890  
G.E.M.I.: 044517307000