

ANTIPOLLUTION, being fully aware of its role and responsibilities within the sector in which it operates and within society at large, hereby establishes this Social Responsibility Policy. This Policy defines the guidelines for the promotion and protection of human and labor rights, based on the requirements of the international standard SA 8000:2014, and constitutes an integral part of the Company's overall Corporate Social Responsibility framework.

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 content of the Social Responsibility Policy is defined as follows:

- ❖ Full compliance with the legislation of the countries in which the Company operates, as well as with all other requirements it has accepted.
- ❖ Commitment to full compliance with the requirements of SA 8000:2014, aiming at the protection and promotion of human and labor rights within the Company's sphere of influence, including personnel, suppliers, subcontractors, sub-suppliers, and workers, through:
 - Protection of employees and prevention of accidents and adverse impacts on occupational health and safety.
 - Prohibition of all forms of child labor or forced labor, as well as harassment and any form of discrimination in the workplace.
 - Promotion of equal opportunities, meritocracy, and teamwork.
 - Ensuring work-life balance by complying with legislation regarding working hours and overtime.
- ❖ Communication and dissemination of this Policy through engagement with:
 - The Company's workforce.
 - Suppliers and subcontractors at project sites.
 - The local community in each project area.
- ❖ Provision of all necessary resources and means for the implementation of the Policy, including:
 - Use of modern equipment and provision of appropriate personal protective equipment (PPE).
 - Continuous information, training, and awareness of personnel.
- ❖ Monitoring of all processes to ensure the continuous improvement of the Social Responsibility Management System.
- ❖ Respect for the principles and rules of Fair Competition, avoiding practices that distort fair competition and hinder economic and social development.
- ❖ Support of employees' right to freedom of association and collective bargaining.
- ❖ Ensuring a decent standard of living for personnel through remuneration that complies with applicable legal provisions and covers basic needs.



INTEGRATED MANAGEMENT SYSTEM DOCUMENTS

Title: **SOCIAL RESPONSIBILITY POLICY**

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Continuous commitments and objectives of ANTIPOLLUTION include:

- ❖ Preventing violations of human and labor rights.
- ❖ Creating a healthy and safe working environment.
- ❖ Achieving recognition of the Company as an employer of first choice.

ANTIPOLLUTION establishes measurable and achievable social responsibility objectives and targets, which are communicated to interested parties and evaluated annually for effectiveness, being revised where deemed necessary.

On behalf of the Management,

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