

Antipollution, a member of V Group operating in the field of environmental protection by providing integrated environmental services to companies in Greece and abroad, recognizes the necessity of establishing a framework that promotes safety, responsibility, and prevention in every aspect of its operations. Maintaining a workplace free from alcohol and drug use constitutes a fundamental component in ensuring the health and safety of employees and the uninterrupted continuity of business operations.

This Policy applies to all company personnel, contractors, subcontractors, and external partners operating within the company's facilities and premises. It covers all company locations and activities, including headquarters, facilities, projects, construction sites, and any other operational function.

The Policy is established by the Management of Antipollution, which is committed to its implementation at all operational levels of the company. The following constitute strategic commitments of the Company's Management:

- Absolute prohibition of alcohol consumption and use of non-prescribed substances during or immediately prior to work across all company premises and facilities.
- Conducting regular and random testing for the detection of alcohol and/or substance use, in accordance with the Code of Conduct and applicable national legislation.
- Integration of this Policy into company operational procedures and business plans, aiming at prevention, awareness, and continuous monitoring.
- Implementation of preventive and corrective measures to address non-conformities, as defined within the Integrated Management System.
- Provision of resources for information and training of company personnel, covering the three management pillars (Quality – Environment – Occupational Health & Safety).
- Ensuring absolute confidentiality of employees' examination results by the Occupational Physician and the Human Resources Department.
- Emphasis on the human factor through the provision of support and referral to specialized professionals for employees who may face substance dependency issues.
- Promotion of a culture of responsibility and prevention at all levels, through the active involvement of top and middle management in monitoring and enforcing this Policy.
- Alignment with the principles of sustainable development and social responsibility, recognizing that addiction prevention is a cornerstone of a safe and healthy working environment.

ANTIPOLLUTION establishes objectives to monitor performance regarding the prevention and control of alcohol and drug use, within the framework of its Occupational Health & Safety strategy. These objectives are tailored to the company's size, the nature and specific characteristics of its sector, and the social and regulatory environment in which it operates.

The company recognizes that the use of such substances may directly affect safety and business continuity. For this reason, it regularly identifies and evaluates related risks in order to prevent incidents that could hinder its safe and healthy operations. To achieve these objectives, the company has developed and implements a risk assessment methodology related to substance dependency,



procedures for monitoring compliance with this Policy and applicable legislation, and internal mechanisms for inspection, documentation, and review of non-conformity incidents.

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 ROSEIDANOS STR. 18531 - PIRAEUS
TEL.: +302104232426 - TIN: 095543890
G.E.M.I.: 084517307000