

ANTIPOLLUTION, as a member of V Group, recognizes that fair and decent remuneration constitutes a fundamental human right and a key factor in the well-being of its workforce and the proper functioning of the Organization. Within the framework of its sustainable development and social responsibility strategy, the Company adopts this Living Wage Policy in accordance with the principles of transparency, equality, and compliance with international standards.

This Policy applies to all employees of ANTIPOLLUTION across all its facilities, regardless of job position, type of employment contract, or location.

The Living Wage Policy is based on the following principles:

- Payment of wages that meet at least the locally defined living wage level, even where this exceeds the statutory minimum wage.
- Non-discrimination in the implementation of this Policy and continuous reporting to Management regarding any deviations.
- Regular review of wage levels, based on data and benchmarks provided by independent organizations.

The Company's Management is committed to:

- Fully integrating the living wage principle into internal human resources policies and practices.
- Ensuring that all employees receive fair and adequate remuneration sufficient to cover their basic needs.
- Establishing an internal monitoring and compliance mechanism for this Policy.
- Strengthening cooperation with social partners and promoting transparent dialogue.
- Informing all employees about their rights concerning remuneration and decent living standards.

The Living Wage Policy is reviewed annually and/or whenever significant changes occur in socio-economic conditions or relevant legislation.

On behalf of the Management,

Ioannis Karamplias

ANTIPOLLUTION Single Member Shipping SA
ENVIROMENTAL PROTECTION SERVICES
2nd AKTI POSEIDONOS STR. 18531 - PIRAEUS
TEL.: +3021042192426 - TIN: 095543890
G.E.M.I.: 044517307000

