

ANTIPOLLUTION, a member of the V Group, operates in the field of environmental protection, providing comprehensive environmental services to businesses in Greece and abroad.

Recognizing the importance of ensuring the uninterrupted operation of its activities and the effective management of emergency situations, ANTIPOLLUTION has adopted the principles of business continuity and integrates them into its daily operations and strategic management framework. The primary objective is the uninterrupted provision of services to its customers, even under unusual or adverse circumstances that may cause operational disruptions. For this purpose, the company has developed and implements a Business Continuity Management System in accordance with the principles of the international standard ISO 22301:2019. Through this approach, the business interests of the Company, its employees, customers, partners/suppliers, and the wider community are safeguarded, while operational risks and potential impacts on the company's reputation and reliability are minimized.

This Policy applies to all company personnel, as well as contractors, subcontractors, and external partners operating within the company's premises, areas of activity, and responsibility. This includes headquarters, facilities, projects, construction sites, and any other business operations.

The Management of ANTIPOLLUTION is committed to the implementation and continuous improvement of the Business Continuity Management System, ensuring that the company's critical functions can continue or be restored in a timely manner in the event of a disruption.

Within this framework, the company is committed to:

- ❖ Compliance with applicable legal, regulatory and contractual requirements related to business continuity management.
- ❖ Protection of human life and personnel safety, ensuring safe working conditions even during emergency situations and implementing appropriate measures to safeguard employees at every stage of a potential operational disruption.
- ❖ Establishing and implementing Business Continuity Plans (BCP) to address situations that may affect the company's operations.
- ❖ Ensuring immediate and coordinated response to incidents through predefined procedures and structured response mechanisms.
- ❖ Ensuring the rapid recovery of critical operations so that company services can be restored within predefined timeframes.
- ❖ Maintaining the confidentiality, integrity and availability of information through appropriate information security controls and data recovery procedures.
- ❖ Ensuring technological and operational readiness through adequate system redundancies, equipment and infrastructure.
- ❖ Systematic identification and assessment of risks that may affect company operations, aiming to reduce potential impacts.
- ❖ Providing training and awareness to personnel on business continuity and crisis management issues.
- ❖ Allocating the necessary human, technical and financial resources for the effective implementation and continuous improvement of the Business Continuity Management System.

ANTIPOLLUTION establishes measurable objectives and performance indicators to monitor the effectiveness of its business continuity measures. These objectives are defined considering the size of the company, the risk level of its activities, and the socio-economic and technological environment in which it operates.

The company identifies and evaluates risks that may affect the achievement of its operational objectives in order to detect potential threats at an early stage and take appropriate preventive and corrective measures. To achieve this, documented procedures for requirement identification, risk management and compliance monitoring are implemented.

The company's Management and executives are committed to implementing this Policy. The policy is reviewed at least once per year. Each updated version is communicated and made available to relevant interested parties.

On behalf of the Management,
Ioannis Karamplias
General Manager

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