

VIPA GROUP has formulated and establishes an Occupational Health and Safety (OH&S) Management System in accordance with the requirements of ISO 45001:2018. The company is committed to take all necessary reasonable and feasible measures within the framework to provide and maintain a healthy and safe working environment aiming to continuous improvement.

The Occupational Health and Safety Management System covers all of the company's activities regarding the Trading and handling of paper, cardboard and solid non-hazardous recyclable materials to all its establishments and is aligned with the needs and aspirations of the company, the Legal - Regulatory requirements of the applicable Greek and Community legislation.

The company's overall goal is *proactive OH&S risk management, as well as to reduce and eliminate workplace incidents and injuries.*

Our commitment and objectives are the following:

- ✓ To identify and mitigate health and safety hazards in the workplace.
- ✓ To systematically assess hazards and implement risk control measures.
- ✓ To implement and continuously improve the OH&S Management System.
- ✓ To provide safe and healthy working conditions for the prevention of occupational accidents and occupational diseases.
- ✓ To ensure continuous improvement in OH&S management and performance.
- ✓ To comply with all legal and other relevant requirements regarding OH&S risks, which the company is committed to follow.
- ✓ To achieve greater outcomes by complying with all relevant health and safety laws, regulations and standards.
- ✓ Preventive preparation and guidelines and emergency preparedness and response protocols so as to constantly strengthen organizational resilience against health and safety incidents.
- ✓ To train all company employees on OH&S issues and to keep them informed of their individual OH&S obligations.
- ✓ To provide the necessary resources for the implementation of the OH&S Management System so as to achieve its Objectives.
- ✓ To encourage open communication regarding health and safety concerns.
- ✓ To raise awareness on Health & Safety issues at work.
- ✓ To seek the consultation and participation of all employees and/or employees' representatives.
- ✓ To set clear, measurable, achievable, realistic and time-bound Goals and Objectives, review them periodically and ensure achieving them.
- ✓ To monitor and measure OH&S performance.
- ✓ To implement the necessary measures to eliminate hazards and reduce the risk in OH&S.
- ✓ To periodically review our policy in order to enhance and maintain long-term health and safety performance in the workplace.

All our executives and employees are responsible for upholding this Occupational Health and Safety Policy and contributing to the maintenance of a safe working environment while being committed to improving our services to our customers.

VIPA GROUP considers that effective Occupational Health and Safety management is essential to our success as a company and adheres to all necessary measures, procedures and systems.

This Policy is communicated to the staff, is available to all interested parties and is periodically reviewed by the Management of the company, so that it remains aligned with our company's objectives, strategies, and risk factors.

Thessaloniki, 01.02.2024

For **VIPA GROUP**