

OCCUPATIONAL HEALTH AND SAFETY POLICY - ISO 45001:2018

ELPEDISON is committed to providing a healthy and safe working environment and to protecting the life and well-being of its employees, suppliers, subcontractors and all visitors to the company premises.

To this effect ELPEDISON has implemented within its Integrated Management System, an Occupational Health & Safety Management System, according to the EN ISO 45001:2018 standard, and has documented and applied appropriate documented procedures and work instructions for its operations and facilities.

Moreover, ELPEDISON has put in place measures and controls for maintaining and improving occupational health and safety, avoiding and minimizing risks as well as treating any factors and circumstances that may endanger any parties involved in its activities.

Elpedison's policy on Occupational Health and Safety is focused on the following principles:

- Full compliance to all relevant and applicable Greek and European legislative, normative, contractual and other requirements, as well as standards, guidelines and best practices
- Provision of all necessary resources for the protection of the health of employees and third parties
- Set-up, maintenance and monitoring of a safe, comfortable working environment, aligned with requirements and best practices related to health, safety and ergonomics, taking into account the nature, scale and particularities of company activities
- Detailed and regularly updated risk assessments, in order to identify and eliminate, or minimize effectively any risks and hazards related to the working environment and the nature of company activities, using the hierarchy of controls.
- Prevention of work related incidents, injuries or accidents and ill health
- Participation and involvement of workers and employees in the decision-making process in the OH&S management system
- Continuous and rigorous training for its staff and third parties on health and safety issues
- Continuous measurement and evaluation of its health & safety performance, based on appropriate indicators and objectives.
- Continual improvement of the OH&S management system to enhance the organization's OH&S performance

The Company's strategy for the reduction of the risk that may lead to injury or bad health is based on the prevention of hazardous situations, the detection and immediate elimination of hazardous situations, whenever these may occur and the preemptive and periodic risk assessment.

ELPEDISON is committed to:

- Communicate this policy to its employees, subcontractors and related third parties working under the control of the company, and any other interested party in order to provide awareness on health & safety obligations and procedures
- Continuously improve work conditions
- Provide regular and suitable training to its personnel
- Fully implement all procedures and work instructions that comprise the OH&S Management System
- Review and update this policy and related documentation so that it remains relevant and appropriate to the company's needs and operations and fully aligned with current legislation.

ELPEDISON S.A. CEO

A handwritten signature in blue ink, appearing to be 'G. P. A.', with a horizontal line underneath.