

## **QUALITY, ENVIRONMENTAL, OCCUPATIONAL HEALTH AND SAFETY POLICY**

**COSMOCHEM SA** with a strategic orientation to its development both in Greece and abroad, the development of competitive products and the creation of its own trends in trading, storage, repackaging and distribution of chemical raw materials, has established and implements a Quality, Environmental and Occupational Health and Safety Management System in accordance with the requirements of ISO Standards: ISO 9001:2015, ISO 14001:2015, ISO 45001:2018 . This Management System operates with the aim of providing services that satisfy the requirements of its customers while at the same time promote respect for people and the environment.

The approach to quality, environment and occupational health and safety are continuous and strictly defined procedures that ensure the guarantees for the consistent presence of the Company in the market in which it operates.

COSMOCHEM SA is committed to the continuous improvement of the effectiveness of the Quality, Environmental, Occupational Health and Safety Management System, by applying appropriate procedures for objective measurement and monitoring of the progress of the implementation of the objectives as well as the necessary actions to remove the causes of any deviations.

**COSMOCHEM SA** personnel acts in the context of environmental protection and has adopted the principles of optimization, efficiency, sustainability and respect for the environment.

For this reason, the Company invites its customers to support its efforts to reduce the environmental impact of its operations.

Key motives for the adoption of the Quality, Environmental, Occupational Health and Safety Policy are:

- Promoting the improvement of the internal operating system.
- The acquisition of know-how for the most complete tasks' performing and meeting the needs and requirements of the customers.
- The creation of a "channel" of external communication at all levels, in order to ensure on the one hand the clear capture of the requirements of third parties and the clear statement from the side of the company on how to cover them and on the other hand the protection of the environment and the customer.
- The training and utilization of human resources.
- The prudent and rational use of natural resources, while minimizing the negative effects of its activities on the environment.
- Ensuring the optimal utilization of the Company's equipment and software

In the context of the continuous improvement of the System, the Management sets goals for quality, its development , environment and occupational health and safety which are reviewed annually in terms of their degree of implementation, new ones are approved or older ones are modified depending on the performance of the business and the new conditions in its field of action.

Through this Policy on Quality, Environment and Occupational Health and Safety, the Management and Personnel of the company are committed to:

- The systematic monitoring and observance of the compliance obligations concerning the environment, occupational health and safety as well as the other legal requirements related to its operation.
- Ensuring the execution of operations in accordance with compliance obligations.

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- The systematic identification, assessment and control of environmental impacts and health and safety risks arising from its activities including external providers and stakeholders.
- The protection of the natural environment by preventing any harmful change and degradation that could be caused by the operations of our company.
- The protection of the environment including the prevention of pollution, the sustainable use of resources, the limitation of the impact and adaptation to climate change as well as the protection of biodiversity and ecosystems.
- The minimization and rational management of its produced waste and the parallel increase of materials to be recycled, compared to those available for disposal.
- The continuous training and education of the personnel as well as their encouragement for their active participation, at an individual and group level in their field of operation, in order to achieve the environmental goals, to avoid pollution of the environment, to preserve natural resources and to ensure the improvement of the Quality, Environmental, Occupational Health and Safety Management System.
- The provision of safe and healthy working conditions and the protection against injury and health damage.
- The minimization of risks and the reduction of risks for Occupational Health and Safety.
- Ensuring the protection of the health and safety of its employees, its partners, the local community and the public and the prevention of accidents, occupational injuries, and occupational diseases.
- The safe and effective management of all types of elements, data and information as well as property that may come to its knowledge during its cooperation with clients, their management exclusively by competent persons and based on ethics as well as their non-disclosure to third parties for no reason.
- The continuous effort to provide quality services with the ultimate goal of increasing customer satisfaction and improving competitiveness.
- The systematic updating of the company on developments in the sector in which it operates or concerning the company's sector of activity.
- The development of harmonious cooperation ties with its customers and suppliers as well as the expansion of the coverage of the Greek and international market.
- The continuous improvement of the quality of the services provided as well as the working conditions, the way of dealing with the environment as well as the Quality, Environmental, Occupational Health and Safety Management System itself, through the development of the process evaluation and the relevant indicators.
- The promotion of open dialogue and information to interested parties in a spirit of honesty and mutual respect.
- The consultation and participation of employees and their representatives.
- The documented search for causes of problems and weaknesses, in order to determine and implement the necessary corrective and / or preventive actions, in order to avoid their recurrence.
- The provision of resources at every level (human – material – financial) that will contribute to the continuous improvement of the Management System.

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The Management of **COSMOCHEM SA** in cooperation with its executives, ensures that the documented Information of the Quality, Environmental, Occupational Health and Safety Management System is disclosed and fully understood by all its human resources, is implemented and adhered to at all levels of the organizational structure and in all its functions. In addition, it requests by external providers, as well as any other interested party, to embrace its principles and guide them to operate in accordance with them.

Finally, this policy is available for the information of personnel, customers, suppliers, and any interested parties.

The CEO

Date

15/02/2023