



Quality, Environmental, Occupational Health and Safety and Road Safety Policy

HELLENIC WASTE RECYCLING S.A., with a strategic focus on expanding its activities across all Regions of Greece in the field of **Collection and Transportation of Non-Hazardous Solid Waste and Cleaning Services**, has decided to establish and operate an **Integrated Management System** in accordance with the requirements of the following standards: **ISO 9001:2015, ISO 14001:2015, ISO 45001:2018 και ISO 39001:2012.**

This Management System operates with **the objective of providing services** that meet customer requirements, ensuring respect for people and the environment, and maintaining a high level of Road Safety.

The company's approach to Quality, Environmental Protection, Occupational Health & Safety, and Road Safety is implemented through **continuous and strictly defined procedures**, ensuring its responsible and sustainable presence in the sectors in which it operates.

Key Objectives Include:

- ✓ The **continuous pursuit** of improvement of the internal operational system.
- ✓ The **acquisition** of know-how to ensure more efficient execution of activities and to fully meet customer needs and requirements.
- ✓ The **establishment** of an effective external communication channel at all levels, ensuring clear identification of third-party requirements and clear communication by the company regarding the way these requirements are addressed, as well as the protection of the environment, customers, and employees.
- ✓ The **training** and **effective** utilization of human resources.
- ✓ The **responsible** and **rational use** of natural resources, combined with the minimization of the environmental impacts of the company's activities.
- ✓ The **assurance** of health and safety protection for employees, partners, the local community, and the general public.
- ✓ The **responsible** and **safe** management of the company's vehicle fleet, aiming to reduce road accidents, prevent injuries, and enhance road safety across all transportation activities.

Within the framework of the continuous improvement of the Management System, the Management sets objectives related to:

- ✓ quality,
- ✓ the company's growth and development,
- ✓ environmental protection,
- ✓ occupational health and safety,
- ✓ road safety.

These objectives are reviewed annually in terms of their level of implementation and are revised accordingly, based on the company's performance and any new conditions within its operational environment.

The company is committed to:

- ✓ **The systematic monitoring and compliance** with all applicable obligations related to environmental protection, occupational health and safety, road safety, as well as all relevant legal and regulatory requirements associated with its operations.
- ✓ **Ensuring** that all operational activities are carried out in accordance with the established compliance obligations.



- ✓ **The systematic identification, assessment, prevention, control, and mitigation** of adverse environmental impacts, occupational health and safety risks, and road safety risks arising from its activities, including those related to external providers and interested parties.
- ✓ **The protection** of the natural environment from harmful alteration and degradation resulting from the company's operations.
- ✓ **Environmental protection**, including pollution prevention, sustainable use of resources, climate change adaptation, and the protection of biodiversity and ecosystems.
- ✓ **The minimization and rational management** of generated waste and the increase of materials directed to recycling.
- ✓ **The elimination** of hazards and the reduction of occupational health and safety risks.
- ✓ **The provision** of safe and healthy working conditions and the prevention of injuries, illnesses, and work-related health damage.
- ✓ **The reduction** of the risk of road accidents, the prevention of injuries during transportation, and the continuous improvement of road behavior among drivers and company partners.
- ✓ **The continuous training and development** of personnel and the encouragement of active participation in achieving quality, environmental, occupational health and safety, and road safety objectives.
- ✓ **The secure and effective management** of records, data, and information that come under the company's responsibility.
- ✓ **The continuous improvement** of service quality, working conditions, road behavior, environmental performance, and the Management System itself, through the development and evaluation of procedures and relevant performance indicators.
- ✓ **The promotion** of open dialogue and transparent communication with interested parties.
- ✓ **The documented identification** of the root causes of problems and the implementation of corrective actions.
- ✓ **The provision** of the necessary human, material, and financial resources to support the continuous improvement of the Management System.
- ✓ **Ensuring** the participation and consultation of employees and their representatives.

The Management of **HELLENIC WASTE RECYCLING S.A.**, in cooperation with its executives, ensures that the documented information of the Quality, Environmental, Occupational Health & Safety and Road Safety Management System is communicated, understood, and implemented at all levels of the organizational structure.

Furthermore, the company requires its external providers and all other interested parties to embrace the company's principles and to operate in accordance with them.

Finally, this Policy is made available for the information of employees, customers, suppliers, and all interested parties.

Communication Channels

At HELLENIC WASTE RECYCLING S.A., we are committed to consistently applying this Policy.

We make every effort to ensure that communication channels remain open and accessible at all times.

For any concern, report, or complaint related to issues of bribery or misconduct, interested parties may contact us via email at: **Report.hellenicWrecycling@gmail.com**

It is noted that reports may also be submitted anonymously, in order to ensure full freedom of expression.

President & Managing Director

Date

01/12/2025

