CORPORATE SOCIAL RESPONSIBILITY POLICY

Environmental Protection Engineering S.A., recognizing its social and economic responsibility towards its employees and the wider society, places priority on its employees, customers, suppliers, stakeholders, society at large, and respect for human values.

The company operates with the objective of meeting, as far as possible, the expectations of all stakeholders (including the local community), while balancing the interests of the company with those of its employees and the local society.

For this purpose, the company adopts this **Corporate Social Responsibility Policy**, through which it aims to manage matters of social responsibility related to:

- Child labor
- Forced labor
- Occupational health and safety
- Freedom of association and participation in trade unions
- Discrimination and disciplinary practices
- Working hours and employee remuneration

By fulfilling the above conditions, **Environmental Protection Engineering S.A.** aims to develop and maintain a work environment based on social responsibility as an integral and fundamental element of its strategic planning.

To achieve the above objectives, **Environmental Protection Engineering S.A.** commits to the following:

- Compliance with all applicable legal requirements
- Development, implementation, and application of an integrated Social Responsibility System in accordance with the SA 8000 standard
- Appropriate and adequate training/information of its personnel on social responsibility matters, through specialized seminars and suitable instructions/work procedures
- Continuous monitoring, documentation, and evaluation of social and labor conditions and responsibilities, as well as periodic review of this Corporate Social Responsibility Policy with the aim of continuous improvement
- Provision of the necessary resources to fulfill the above objectives

The company does not engage in or support the use of child labor or forced or compulsory labor. It does not support discrimination in hiring, remuneration, access to education, dismissal, or retirement based on race, origin, religion, disability, gender, sexual orientation, family status, membership or non-membership in trade unions, political opinions, age, or any other condition that could lead to discrimination.

The company provides its personnel with a safe and healthy working environment (in accordance with ISO 45001:2018), as well as the right to unionize and engage in collective bargaining. Dignity and respect are maintained regarding working hours and official holidays.

Environmental Protection Engineering S.A. maintains a Management System and complies with the SA 8000:2014 standard for all the above. The company also respects the International Labor Organization (ILO) Convention, the UN Universal Declaration of Human Rights, the United Nations (UN) Convention on the Rights of the Child, and complies with applicable legislation, in particular the implementation of Law 4808/2021 regarding the Protection of Labor.

Environmental Protection Engineering S.A. expects that each of its employees will make every reasonable effort to fulfill their individual responsibilities and obligations, in line with the company's commitments, thereby contributing to the implementation of this Policy. The same applies to any contractor, supplier, or third-party stakeholder of Environmental Protection Engineering S.A.

Relevant Contact
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Approved by top management