

## ENVIRONMENT & PRODUCT SAFETY POLICY

The main purposes of EUREKA GROUP is the complete fulfillment of the requirements and needs of its customers, compliance with product requirements, product safety for the consumer and the full implementation of a Quality and Environmental Management System in all company activities, in compliance with the applicable legislation, regulations and requirements of ISO 9001: 2015, ISO 14001: 2015, IFS-HPC and SMETA-4pillars standard.

These are achieved through:

- Continuous effort to ensure the production of high quality, safe products while providing great customer service,
- Focusing on the needs of customers and consumers,
- Defining specifications for products,
- Taking all necessary measures in order to trace and prevent any product safety issue. Implementation of modern, scientific production methods, control the management and distribution of the products on time and at the lowest possible cost for the company, and for its customers and suppliers,
- Creating and consolidating an environment that enhances the organization and promotes continuous improvement of quality and safety, at all levels,
- Improvement of the plant infrastructure and continuous development and training of employees on product Quality & safety hygiene & safety at work,
- Implementation of processes that ensure high environmental standards during Plant Operation,
- Continuous improvement and promotion of communication and cooperation, both internally, between the different departments of the company, and also externally between the company and its customers and suppliers,
- Promotion and application of innovations, adaptation to the new technologies and improvement of the mechanical equipment and up-skilling of the staff,
- Providing information and training to staff of all levels, on their individual work objects and responsibilities, corporate ethics, as well as on Quality and Environmental issues and Product Safety Management.
- Complying with the regulatory framework governing the company's activities

EUREKA GROUP commitment on environmental protection includes the following:

- ✓ Preventing pollution from its own operation, with emphasis on prevention,
- ✓ Promoting environmental education,
- ✓ Encouraging the positive attitude of the local community towards environmental issues,
- ✓ Minimizing the amount of waste generated,
- ✓ Promoting and encouraging recycling and the use of recycled materials,
- ✓ Promoting energy-saving measures, at its premises,
- ✓ Collaborating with suppliers and subcontractors by providing know-how to establish high environmental standards,
- ✓ Ensuring that the Company's Quality and Environmental Policy is known to its entire staff.

The Quality and Environmental Management Policy supports the Quality and Environmental Management System, which consists of a fully defined program of actions, specific timetable, feedback mechanisms and whatever else deemed necessary to achieve the desired set of objectives.

In addition, the Company has appointed a Quality and Environmental Management Officer, who reports to the Administration team and has the authority and organizational independence to ensure that the Quality and Environmental Management System of the Company is operated and maintained in accordance with ISO 9001: 2015, ISO 14001 : 2015, IFS-HPC and SMETA-4pillars standard and applicable legislation.

For EUREKA GROUP

The Chairman and Chief Executive Officer

Nikos X. Sarris