

**QUALITY – ENVIRONMENTAL – OCCUPATIONAL HEALTH & SAFETY POLICY**

The long-term objective and policy of **TCB AVGIDIS AUTOMATION S.A.**, from design to implementation and delivery of projects and products sales, is to provide high quality services and products to fully meet the customers' demands and to continuously improve its quality, environmental and occupational health & safety measures, while maintaining a high level of competitiveness.

The term **Quality** in TCB AVGIDIS AUTOMATION S.A. means that the executed projects and the products the company sells, meet the company's specifications and the requirements of the customer.

The term **Environment** in TCB AVGIDIS AUTOMATION S.A. means ensuring the protection of the environment, making sure it has the least possible impact throughout the performance of its activities.

The term **Occupational Health & Safety** in TCB AVGIDIS AUTOMATION S.A. means that the company's activities are carried out by taking all the necessary measures to ensure the safety and health of its employees and customers, stakeholders, external providers and cooperators who are using its projects and products.

To achieve all the above, TCB AVGIDIS AUTOMATION S.A. applies an Integrated Management System in accordance with the following standards:

- **ISO 9001:2015**, Quality Management System.
- **ISO 14001:2015**, Environmental Management System.
- **ISO 45001:2018**, Occupational Health & Safety Management System.

**for the scope:**

“Design, engineering, implementation, assembly, installation, testing and maintenance of Industrial and Marine Automation and Instrumentation systems.

Development of new systems and products. Sales and representation of above mentioned systems and products.”

Throughout the implementation of its activities, the company strictly follows and fully respects the relevant Legislation and Regulations.

Through the Management System, **TCB AVGIDIS AUTOMATION S.A.** is committed to its customers for the following:

- To behave honestly, consistently and respectfully.
- To offer value to its customers through the high standards of its projects and products.
- To focus on its customers by examining their complaints directly, but also anticipating their desires and requirements.
- To invest in training and improve its human resources.
- To encourage and stimulate the creativity of its employees.
- To continuously improve the quality of services and products with the active participation of its employees.
- To improve its performance by breaking into new markets both domestically and internationally.
- To follow and use standard methods of auditing and certification of its projects & products and to fully comply with the National and Community Legislation.

**TCB AVGIDIS AUTOMATION S.A.** operates with respect to the **Environment** and commits to the following:

- Continuously record the environmental impacts (direct and indirect) of each activity to ensure full compliance with National and European legislation.
- Continuously improve its environmental performance.
- Develop a sense of responsibility for the environment at all levels of the company.
- Implement environmental programs to define and review environmental objectives and targets.
- Provide to the public, whenever it deems necessary, all the necessary information to understand the environmental impacts of the company's activities and to other stakeholders to raise awareness and information.

Specifically, **Occupational Health & Safety** Policy aims at:

- Protecting the health and safety of the company's employees and stakeholders, e.g. visitors, consultants.
- Providing healthy and safe working conditions, in order to prevent injuries and illnesses
- Recognizing the risks that will lead to the development of ergonomic procedures, in order to eliminate and reduce these risks.
- Implementing the Greek legislation on health and safety at work.
- Performing work at the desired quality level without accidents, injuries or disasters in equipment and facilities.
- Continuous training of the company's employees on health and safety issues.
- Transparent reporting and understanding of all employees' responsibilities on safety issues.
- Participation of employees at the consultation for Occupational Health & Safety.
- Providing financial resources for the continuous development of innovative technologies, systems, and forms of work risk control.

**TCB AVGIDIS AUTOMATION S.A.** executives are responsible for implementing the Integrated Management System in their respective areas. The Management guides and supports staff to contribute to the efficiency and the continuous improvement of the Management System.

The **Quality, Environmental and Occupational Health & Safety Policy** is applied at all levels within and outside the company and is reviewed whenever it is necessary. It is available to the public and to all relevant stakeholders.

The Management is committed to faithfully comply with this Policy and its dissemination to all the employees.

Managing Director

Johannes Franciscus Uijterwaal

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