

	<p style="text-align: center;"><b>POLICY</b>  <b>QUALITY, ENVIRONMENT, ROAD SAFETY,</b>  <b>HEALTH, AND SAFETY AT WORK</b>  <b>COD.: PL.10.22</b></p>	<p style="text-align: center;"><b>3<sup>RD</sup> EDITION</b>  <b>VALIS FROM</b>  <b>10/08/2021</b>  <b>APPROVAL: CEO</b></p>
---	---	--

## **QUALITY, ENVIRONMENT, ROAD SAFETY, HEALTH, AND SAFETY AT WORK POLICY**

The company **THALIS E.S. S.A.** is oriented toward the expansion of its operations both in Greece and in the European and international areas, with the main purpose being the shift to the circular economy and its development within it. In this context, it seeks the development of competitive services and the creation of its own solutions in the fields of water cycle management, solid waste management, soil restoration, energy production from RES, and Thermal Treatment of (hazardous and non-hazardous) waste. The company decided to install and operate a Management System in accordance with the requirements of the ISO 9001:2015, ISO 14001:2015, ISO 45001:2018 and ISO 39001:2012 standards. This System operates with the aim of providing services that satisfy the requirements of its customers while at the same time promoting respect for people and the environment.

The approach to quality, the environment, Health and Safety at Work and Road Safety are continuous and strictly defined procedures that ensure the guarantees for the consistent presence of the company in the area in which it operates.

**THALIS E.S. S.A.** has an expanded portfolio of products and services with smart and efficient solutions and technologies, which allow it to meet the current and future needs of customers in a large global market.

**THALIS E.S. S.A.** approaches each client flexibly by adapting the solutions to the characteristics of each client and meeting the requirements of each specific field of interest.

The company is able to offer not only specific solutions to pressing problems but also to co-create innovative interventions with its clients to address complex long-term challenges.

The staff of **THALIS E.S. S.A.** has adopted the principles of optimization, efficiency, sustainability, and respect for the environment and applies them unfailingly when offering services to companies and public sector management organizations that entrust projects to it.

Key motivations for the adoption of the Quality, Environment, Health and Safety at Work and Road Safety Policy are:

- The promotion of the improvement of the internal operating system.
- The acquisition of know-how for the most complete processing of the tasks and meeting the needs and requirements of the customers.
- The creation of a "channel" of external communication at all levels is necessary in order to ensure, on the one hand, the clear capture of the requirements of third parties and the clear statement from the company's side of how to cover them, and, on the other hand, the protection of the environment, the customer, the employees, and other interested parties.
- 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.



**POLICY**  
**QUALITY, ENVIRONMENT, ROAD SAFETY,**  
**HEALTH, AND SAFETY AT WORK**  
**COD.: PL.10.22**

**3<sup>RD</sup> EDITION**  
**VALIS FROM**  
**10/08/2021**  
**APPROVAL: CEO**

- Ensuring the protection of the health and safety of its employees, its partners, the local community, and the public.
- Ensuring the stability of the characteristics of the deliverables (plans, studies, issues, etc.).
- Ensuring the responsible management of the company's corporate fleet as well as external providers who carry out projects for the company, whether it is passenger vehicles or business vehicles (maintenance, optimal routes, etc.).
- 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 general development course, the environment, health and safety at work, as well as road 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 company and the new conditions in its area of activity.
- The company is committed to:
  - The systematic monitoring, evaluation, and fulfillment of compliance requirements related to the environment, road safety, and Health and Safety at Work and the immediate correction of any non-compliances.
  - Ensuring the performance of operations in accordance with compliance obligations.
  - The systematic identification, assessment, prevention, control, and limitation of adverse environmental impacts and risks to health and safety at work and road safety arising from its activities and the reduction of risk, including for external providers and stakeholders,
  - 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 includes the prevention of pollution, the bio - efficient use of resources, the mitigation of and adaptation to climate change, and 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 staff as well as their encouragement for their active participation, at an individual and group level, in their field of operation are necessary in order to achieve the environmental goals, to avoid environmental pollution, to preserve natural resources, and to ensure the improvement of the Quality, Environment, Health, and Safety System at Work.
  - 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 OHS
  - 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.
  - Reducing the risk of accidents and eliminating deaths and injuries during transportation
  - 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 collaboration with clients, their management exclusively by competent persons and based on ethics, and their non-disclosure to third parties for no reason.



**POLICY**  
**QUALITY, ENVIRONMENT, ROAD SAFETY,**  
**HEALTH, AND SAFETY AT WORK**  
**COD.: PL.10.22**

**3<sup>RD</sup> EDITION**  
**VALIS FROM**  
**10/08/2021**  
**APPROVAL: CEO**

- The continuous effort to produce, market, and place quality products with the 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 bonds of harmonious cooperation with its customers and suppliers, as well as the expansion of its coverage of the Greek and international markets.
- 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 Management System, Environment, Health and Safety at Work and Road Safety itself, through the development of process evaluation and the relevant indicators.
- Promoting open dialogue and informing 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, and financial) that will contribute to the continuous improvement of the system
- The management of THALIS E.S. S.A., in cooperation with its executives, ensures that the documented information of the Quality, Environment, Health, and Safety at Work and Road Safety Systems is disclosed and fully understood by all its human resources, implemented, and adhered to at all levels of the organizational structure and in all its functions.
- In addition, it asks external providers, as well as any other interested party, to embrace its principles, guiding them to operate in accordance with them.
- Finally, this policy is available for the information of staff, customers, suppliers, and any other interested parties.

**DIRECTION**  
**10/08/2021**