

HEALTH & SAFETY POLICY

SOFIDEL GREECE S.A., member of the **Group SOFIDEL SpA**, actives in the production of paper based at the 1st km of Katerini-Thessaloniki road.

Altogether, management and employees of the company, we believe that the Health and Safety Policy expresses the **culture** and our **commitment** to full compliance with legislative and regulatory requirements, establish measurable HS objectives, the awareness of our staff and partners in this direction, as well as our continuous improvement efforts and promotion of the level of our HS behavior. The implementation of the Integrated Management System is according to standards ISO 14001, ISO 45001, as well as the Group Guidelines and is the lever of our efforts.

The main axes for the implementation of our policy are:

- Commitment of the Administration to provide all necessary resources and means.
- Complete compliance to the existing Greek and European legislation, regulations and other requirements of stakeholders concerning the operation of our company.
- Setting of HS objectives and targets and the systematic monitoring of its implementation and their review.
- Communication and information of our principles and results of our efforts for the improvement on HS issues, to all Stakeholders.
- Control and evaluation of our partners to ensure the adoption of the principles and requirements we have set.
- Continuing education and awareness of our employees and partners to encourage their active participation in our efforts towards HS matters.
- Organizational measures to prevent incidents or accidents and to minimize the impact on the working environment.

This policy is reviewed at each Management Review of the Integrated Management System and shall be revised if necessary.

Katerini – January, 15 2021

Country Operational Manager

Massimo Tocchini