



**Hellenic Aerospace Industry S.A. (HAI)** operates with its main mission to actively serve the needs of the Hellenic Armed Forces and, especially, those of the Hellenic Air Force. Besides, it has developed an extroverted business strategy, by participating at international aeronautical projects and partnering with the soundest Companies of its sector.

Having a thorough awareness of its responsibilities for the personnel's Health & Safety, HAI has adopted the application of the following policy, which is based on continuous improvement and full compliance with all valid regulations and legal requirements regarding Occupational Health & Safety.

Consequently, HAI's administration:

- Commits for the assurance and protection of Health & Safety of everyone (not only HAI's employees, but also any other person's working in / for HAI's facilities).
- Commits to look after the elimination of those factors which could possibly lead to work accidents or/and personnel's illnesses.
- Commits to comply with the standards and the requirements of the legislation ruling occupational Health & Safety, which apply to the Company's activities and scope of work, and whose aim is to provide a safe working environment for all employees.
- Commits for the development and application of continuous improvement on the management of Occupational Health & Safety projects based on ISO 45001:2018, through which the Company seeks for improvement of its performance by identifying all existing and potential hazards in Occupational Health & Safety and to establish measures for their elimination, reduction or control.
- Commits for its enduring efforts to minimize the probability of risk occurrence and its impact, by taking all applicable measures for prevention and suppression, transition of employees to alternative positions, availability of Personal Protection Equipment, aiming to a continuous decrease of riskiness.
- Commits for the provision of all required resources, installed equipment / machinery, in order to guarantee for the employees' Occupational Health & Safety, as well as for the non-hindered function and continuous improvement of the relative Management System.
- Commits for the definition and review of targets for Occupational Health & Safety and for the evaluation of their accomplishment and effectiveness.
- Commits to support of consultation mechanisms and communication among all corporate organizational levels, but also with third parties.
- Commits for the accommodation of cooperation with HAI's Training Center on the initial training to new hires, and, the continuous provision of personnel's training in the issues of Occupational Health & Safety.
- Commits for the continuous monitoring, substantiation and evaluation of Occupational Health & Safety and the review of the current Policy, aiming at the continuous amelioration of the level of safety.

The subject corporate policy is absolutely compulsory for each and every employee of HAI throughout all levels of organizational structure, as well as any Customer, external affiliate or Supplier of the Company.

12/05/2023

The Chief Operating Officer