

QUALITY, ENVIRONMENTAL, HEALTH AND SAFETY AT WORK POLICY

HEL BIO S.A. which is active in the field of « Design and Production of power production systems with fuel cells via hydrogen for domestic and industrial use », has installed and operates a Management System in accordance with the requirements of ISO 9001: 2015, ISO 14001: 2015 standards. ISO 45001:2018. This Management System operates with the aim of providing products and services that meet the requirements of its customers while promoting respect for people and the environment.

The approach of quality, the environment and health and safety at work are continuous and strictly defined procedures that ensure the guarantees for the consistent presence of the Company in the area in which it operates.

HEL BIO S.A. is committed to the continuous improvement of the effectiveness of the Quality, Environmental, Health and Safety Management System at Work by applying appropriate procedures for objective measurement and monitoring of the progress of the implementation of the objectives as well as the necessary actions to remove the causes that cause any deviations.

In the context of the continuous improvement of the System, the Management sets objectives for quality, environment, health and safety at work which are reviewed annually as to the degree of their implementation, new or older ones are approved depending on the performance of the Company and the new conditions in its field of action.

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

- To promote the improvement of the internal operating system.
- The acquisition of know-how for the fullest execution of the tasks and the coverage of the needs and requirements of the customers.
- The creation of a "channel" of external communication at all levels, in order to ensure on the one hand the clear mapping of the requirements of third parties and the clear statement on the part of the company of how to cover them and on the other hand the protection of the environment and the customer.
- The training and utilization of human resources.

- The prudent and rational use of natural resources, while minimizing the negative impact of its activities on the environment.
 - To ensure the optimal utilization of the Company's equipment and software
- Through this Policy on Quality, Environment and Health and Safety at Work, the Management and Personnel of the company are committed to:
- The systematic monitoring and observance of compliance obligations related to the environment, health and safety at work as well as other legal requirements related to its operation.
 - The systematic identification, evaluation and control of environmental impacts and health and safety risks arising from its activities including external providers and stakeholders.
 - The 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 including pollution prevention, sustainable use of resources, limitation of the impact and adaptation to climate change as well as the protection of biodiversity and ecosystems.
 - The minimization and rational management of its generated waste and the parallel increase of the 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 individual and group level in their field of operation, in order to achieve the environmental objectives, to avoid environmental pollution, to preserve natural resources and to ensure the improvement of the Quality, Environmental, Health and Safety at Work System.
 - The provision of safe and healthy working conditions and protection against injuries and health damage.
 - Minimizing risks and reducing risks for Health and Safety at Work
 - Ensuring the protection of the health and safety of its employees, partners, the local community and the public and the prevention of accidents, occupational injuries and occupational diseases.
 - The safe and effective management of all kinds of data, data and information as well as property that may come to its knowledge during its cooperation with

customers, their management exclusively by competent persons and based on ethics as well as their non-disclosure to third parties for any reason.

- The continuous effort of production, marketing and placement of quality products with the ultimate goal of increasing customer satisfaction and improving competitiveness.
- The systematic updating of the company on the developments of the sector or the sector of activity of the company.
- The development of harmonious cooperation ties with its customers and suppliers as well as the expansion of the coverage of the Greek and international market.
- 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, Environmental, Health and Safety Management System itself, through the development of process evaluation and relevant indicators.
- The promotion of open dialogue and information to 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 actions, in order to avoid their reappearance.
- The provision of resources at every level (human – material – financial) that will contribute to the continuous improvement of the System.

The Management of **HELBIO S.A.** in cooperation with its executives, ensures that the documented Information of the Quality, Environmental, Health and Safety at Work System is disclosed and fully understood by all its human resources, implemented and maintained at all levels of the organizational structure and in all its functions.

In addition, it asks external providers, but also 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 interested party.

The Managing Director

Date 09/01/2023

