

Health, Safety, Environment & Energy Policy

Corinth Pipeworks S.A. is committed to using sound and responsible health, safety, environmental & energy practices and complying with all applicable regulations and Company standards. This policy, and the related Key Principles, reveal Company's commitment to protecting the health and safety of its employees, as well as the environment. Implementation of this policy is a primary objective for the management and falls within the responsibility of each employee of Corinth Pipeworks S.A.

Corinth Pipeworks S.A. recognizes that the protection of human health and the environment is a sound business practice that conserves resources and safeguards employees, customers, the general public and the environment. Each one of us shares this responsibility to ensure our long-term success.

Implementing our policy

- Commit to leadership by operating our businesses in compliance with all regulatory requirements and health, safety, energy and environmental standards and policies of Corinth Pipeworks S.A.
- Strengthen our proactive health, safety and environmental & energy management culture by promoting awareness and knowledge among all levels of employees and commit to the protection and wellbeing of each employee.
- Promote pollution prevention, with an emphasis on reduction at the source and resource conservation, and include health, safety and environmental considerations among the criteria by which projects, products, processes and purchases are evaluated.
- Require each employee to undertake responsibility for the health, safety, environmental performance & energy efficiency and security of themselves, their fellow employees and the Company, as well as the responsibility for promoting optimal energy management.
- Assess our health, safety, energy and environmental performance and programs and commit to continuous improvement towards our target goals of zero accidents and zero impacts.

Corinth Pipeworks S.A is committed to

- The production of products and provision of services that are environmentally friendly, energy-efficient and compliant with, or even exceeding, the requirements and expectations of interested parties, using means that cause the least environmental impact while ensuring energy performance improvements and the prevention of work-related injury and illness.
- Providing a safe work environment and continually promoting Health & Safety for its employees as well as for its partners, including customers, suppliers, contractors and visitors.

- Demonstrating responsibility and respect towards environment and society. Proper environmental management of production and storage facilities is one of the most important aspects and necessary element for the sustainability of our company activities.
- Becoming part of the global effort for dealing with Climate Change. As consumers of renewable and non-renewable energy sources, we commit to purchasing and using energy with a responsible, efficient and financially effective way, in order to reduce our carbon footprint.

Our main goal is "No accident and no occupational illness" and in order to achieve it:

- We commit to growing a mentality according to which all injuries and illnesses in the workplace can and must be prevented.
- We are committed to strict compliance with the applicable legislation and to fully implement standards, internal corporate instructions and procedures regarding Health & Safety at workplace.
- We identify and assess Health & Safety risks throughout our processes. We implement preventive measures aiming to mitigate such risks.
- We report and investigate in depth all incidents (accidents, near misses and unsafe conditions), in order to implement appropriate corrective and preventive measures so as to avoid their reoccurrence.
- We communicate all Health & Safety issues to all stakeholders and other interested parties, openly and with transparency.
- We acknowledge the utmost importance of peoples' attitudes and behaviours on Health & Safety and we provide on-going information and training to personnel and business partners to support them in developing Health & Safety knowledge and skills.

- We encourage the active participation of all employees - regardless of grade and role - and business partners in initiatives to improve Health & Safety performance.
- We provide safe and healthy working conditions in order to prevent occupational injuries and illnesses, appropriate for the organization and the specific nature of risks and opportunities.
- We ensure that promotion of Health & Safety is integrated as a key element in all management processes as well as our corporate culture.
- We show zero tolerance to violation of agreed Health & Safety rules to all our employees and partners. We are committed to the continuous improvement of our Health & Safety performance, as well as our Health & Safety Management Systems' operation and impact, involving all interested parties.

Health & Safety is everyone's responsibility

One of our core values is the continuous improvement of our environmental and energy performance as well as climate change issues, and in order to support its realization, we commit to:

- Compliance with legislation currently in force regarding environmental protection, energy and carbon emissions (national and EU), as well as the various regulatory provisions and the specifications for products' manufacturing, and provision of services, as well as requirements related to the Company's energy use, consumption and efficiency, that have been accepted by Corinth Pipeworks S.A.
- Responsible operation, aiming to minimize possible impacts to the environment and biodiversity, and establishing mechanisms for monitoring environmental aspects and impacts.
- Reduction of natural resources consumption, energy consumption, noise emissions, waste and all harmful factors generated by the activities of Corinth Pipeworks S.A. by adopting the appropriate best technical solutions, thus contributing to environmental protection, energy saving and sustainable growth in general.
- Improving our energy efficiency through implementation of energy efficient use programs which support all operations, while providing a safe and healthy work environment.
- Management of generated waste according to the principles of circular economy.
- Provision of high-level training and availability of all necessary resources to our staff and partners, aiming

to continuously upgrade their knowledge in order to achieve the professional competence required for their job position.

- Evaluating all investments (new equipment, renovation of existing equipment) and new production processes based on the energy performance and the environmental and carbon footprint.
- Developing a strategy for efficient reporting and minimizing of the carbon footprint for the direct and indirect operations of the Company and the products.
- Active cooperation with institutional and public sector for developing and implementing best practices for climate change.
- Participating in initiatives in order to establish a carbon reduction program in all value chain, involving all interested parties.
- Setting and systematic and periodic monitoring of measurable targets of continuous improvement for Environment & Energy (including environmental footprint) which shall effectively contribute to the achievement of all objectives set out. There is absolute commitment in the provision of any and all available information and necessary recourses for the achievement of all aforementioned objectives.
- Maximizing use of secondary raw materials for contributing to circular economy and minimizing carbon footprint of products, while optimizing processes and developing new technologies for reducing waste production.
- Taking all preventive measures during storage of chemicals, to ensure environmental protection.
- Protecting and maintaining the precious good of water and protecting aquatic life. Optimal utilization of water in the processes and efforts for reducing consumption, while increase of water re-use is of maximum importance for the Company.
- Transparent, timely reporting and thorough investigation of all environmental & energy related incidents to accurately identify and consistently apply appropriate corrective and preventive measures to prevent the recurrence of incidents.
- Transparent operation, sharing of performance and active participation in an open dialogue for environmental issues with all interested parties.
- Encouraging all partners (suppliers, contractors, etc) to adopt environmental and energy principles at least equally strict with the Company principles and implement best practices.

- Frequent inspection of our performance and submitting relevant reports, and continuously improving in this area.
- Supporting and promoting active participation of all human resources and involved parties by submitting proposals in order to achieve continuous improvement of the Corinth Pipeworks S.A. performance in matters related to Environment & Energy.

Employees and business partners should be committed to promoting energy efficiency and safekeeping the environment as a condition of continued employment and collaboration.

Protection of the Environment is everyone's responsibility.

This HSE Policy is annually reviewed and communicated to all personnel. It is also available to all interested parties, including the general public.