

TEDRA Group, recognizing the importance of fighting corruption and bribery, aims to establish a long and sustainable relationship with its employees, customers and partners.

The philosophy behind our service delivery is achieved through the following:

- Full compliance with the current legal framework for combating bribery.
- Investing in its staff at all levels through careful and rational training, while recognizing the essential role that staff expertise, experience and commitment play in enhancing the success of the organization.
- Developing all those appropriate operational procedures to achieve the desired anti-bribery objective.
- By constantly striving to deliver to the customer the best possible value for the products provided. This is assessed as the comparative juxtaposition between the cost of the project to the customer versus the expected benefit to the customer.
- Continuously seeking and adopting methods to improve the anti-bribery management system.

The objectives of TEDRA Group are implemented through our Company's Integrated Anti-Bribery Management System, which complies with the requirements of Standard 37001:2017.

The procedures are defined in the Anti-Bribery Management System Manual, in which they are documented to comply with the provisions of the aforementioned Standard, ensuring that the efficient and effective Management of Bribery in all areas and activities of the Company is continuous and continuously improving.

Compliance with the provisions of this document is mandatory and binding for all our staff and partners. This document is available to all staff, customers and partners of our Company.

Achieving the elimination of bribery is the responsibility of everyone in the company and the image of the company is the result of the daily actions of each member of TEDRA group, i.e. management, staff and partners.

For any concerns or potential complaints, you can contact our Anti-Bribery System Manager by email: [ctoliou@tedraco.com](mailto:ctoliou@tedraco.com) or fax 2410 530703.

*Giannis Tolios*  
*Chairman & CEO TEDRA*