

TEDRA Group by recognizing the great importance of ensuring the health and safety of its employees during the construction of technical projects, implements an effective occupational health and safety management system, aiming to minimize the exposure of its employees to occupational hazards.

The group aims to fully comply with the current Greek and EU legislation on health and safety. It has obtained all the permits and approvals required by the legislation governing its activities, and is fully compliant with the limits it must observe. The technical projects are carried out by trained and experienced employees and by qualified technical crews, in order to ensure the safe and professional execution of the technical works envisaged. Additionally, the construction sites are equipped with all the necessary measures and protective equipment. Special care is taken to ensure the continuous training, education and motivation of all Group personnel, in order to make them aware of and responsible for the operation of the Group, in accordance with the commitments of this policy.

In order to ensure the prevention of impacts and the minimization of risks to employees, the Group's management is committed to adhering to the Occupational Health and Safety policy, and to the continuous improvement of its performance, which it monitors through objective and quantitative measurement indicators. In order to fulfil the above commitments, the group's management will, at all times and to the extent required, make available material resources and human resources, making appropriate investments.

TEDRA Group's Health and Safety Policy focuses on achieving the following objectives to the maximum extent possible:

- Maintaining a zero number of accidents of any magnitude at its construction sites.
- Reducing exposure to factors that could lead to occupational disease among its staff.
- The information and compliance of external partners - subcontractors with the health and safety standards set by the group.

The Group evaluates and improves its overall performance in the prevention and management of occupational risks, by developing and implementing action and monitoring programs to achieve specific goals and objectives, always within a defined period of time. It adopts specific procedures in its operation, with the aim of inspecting and supervising in a daily basis the personnel and equipment used, to ensure the effectiveness of health and safety protection measures. The Occupational Health and Safety Policy, with which all TEDRA Group's actions are harmonized, as well as the objectives and the corresponding programmes, are communicated to staff and partners, and are publicized outside the Group. Finally, as part of TEDRA Group's commitment to continuously improve the performance of its health and safety system and risk prevention measures, it strives to ensure mutual cooperation with all relevant social bodies and with its customers, in a spirit of sincere and mutual respect.

*Giannis Tolios*  
*Chairman & CEO TEDRA*