

MANAGEMENT FORCE provides consulting services, training, and studies in the fields of Health & Safety, Environment, and Quality.

MANAGEMENT FORCE assigns high priority to the secure management of all information handled within the scope of its business activities, irrespective of whether such information is classified as confidential or not, and regardless of its format (printed or electronic, or oral), and whether it concerns contractual or informational content.

For this purpose, the COMPANY implements an Information Security Management System in accordance with the ISO 27001/2022 standard, ensuring the confidentiality, integrity, and availability of information.

Following the above, the present «Personal Data Protection Policy» is established, which concerns the protection of personal data, fully complies with the requirements of Regulation (EU) 2016/679 of the European Parliament and of the Council (GDPR). This Regulation, constitutes a unified legislative framework for the processing of personal data within the Member States of the European Union.

MANAGEMENT FORCE is committed to protecting personal data in a manner that ensures, at a minimum, compliance with the provisions of Regulation (EU) 2016/679 of the European Parliament and of the Council. Through this commitment, the COMPANY seeks to provide natural persons with greater control over the use of their personal data, while ensuring the lawful processing of such data by the COMPANY. It is recognized that the protection of natural persons against the processing of personal data constitutes a fundamental right. However, the right to the protection of personal data is not absolute; it must be assessed and balanced against other fundamental rights in accordance with the principle of proportionality, a principle reflected in the relevant procedures of the COMPANY.

1. Within the framework of this Policy, the COMPANY implements procedures aimed at: Ensuring compliance with all principles established by the Regulation and safeguarding information security in accordance with ISO 27001/2022.

In particular:

- a. Processing personal data solely and exclusively within the framework of the COMPANY's contractual obligations, the applicable legal provisions, and the explicit consent of the individuals concerned (principle of purpose limitation).
 - b. Processing only the minimum personal data necessary in accordance with the aforementioned purposes (principle of proportionality / data minimization).
 - c. Maintaining personal data in a clear and accurate manner (principle of accuracy).
 - d. Retaining personal data only for a period not exceeding that which is strictly necessary to fulfill the purpose of processing (principle of storage limitation).
 - e. Defining the responsibilities and obligations of the data controller (principle of accountability).
2. Safeguarding the rights of natural persons in relation to data processing, including in particular, the rights of information, access, rectification, restriction of processing, and objection.
 3. Securing the contractual commitment of the COMPANY's personnel, partners, and contractors to comply with this Policy and with the Regulation.
 4. Implementing the appropriate technical and organizational security measures, including indicatively: access control, user management, network security, infrastructure protection, and physical security of facilities, in accordance with ISO 27001/2022.

POLICY STATEMENT ON PERSONAL DATA PROTECTION

5. Providing appropriate training and raising awareness among personnel, partners, and contractors regarding the implementation of this Policy and the Regulation.

MANAGEMENT FORCE considers it self-evident that every executive, employee, consultant, partner, contractor, or subcontractor—and any other person reasonably associated with the COMPANY—shall make every reasonable effort to fulfill their duties and obligations responsibly, in line with the COMPANY’s commitment to the implementation of this Policy, and by applying it throughout the organization, the requirements of ISO 27001/2022, and all relevant procedures necessary to ensure compliance with the Regulation.

Maroussi, 20 March 2026

For **MANAGEMENT FORCE**



Dr. George D. Panopoulos
Chief Executive Officer