

The COMPANY **MANAGEMENT FORCE** operates in the field of consulting services in matters relating to Quality, Health & Safety, and Environmental Management.

MANAGEMENT FORCE recognizes that the provision of consulting services inherently requires continuous improvement, so that its clients receive services that contribute to the optimization of their overall performance and operational results. This is achieved through a holistic approach covering all aspects of business activity, including ethical, legal, financial, technical, practical and managerial dimensions.

Furthermore, within this framework, the COMPANY recognizes the critical importance of the uninterrupted operation of information systems and the protection of information.

Within this context, **MANAGEMENT FORCE** implements an effective Integrated Management System for Quality, Health & Safety, Environment and Information Security, in accordance with the requirements of ISO 9001:2015, ISO 14001:2015, ISO 45001:2018 and ISO/IEC 27001:2022 standards.

Considering that **MANAGEMENT FORCE** regards compliance with applicable legislation as a fundamental obligation, the COMPANY sets the following objectives:

1. Identification, interpretation and compliance with applicable legislation.
2. Provision of innovative, value-added services.
3. Continuous development and enhancement of the COMPANY's expertise and know-how.
4. Ensuring the satisfaction of the COMPANY's executives, employees, partners and contractors regarding the cooperation framework and the outcomes of the services provided.
5. Effective fulfillment of customer requirements.
6. Prevention, to the extent reasonably practicable, of incidents that may result in injury to employees or third parties and/or damage to facilities, equipment or the environment.
7. Minimization of environmental impacts directly or indirectly associated with the COMPANY's activities.

To achieve the above, the COMPANY is committed to:

1. Complying with all legal and regulatory requirements relevant to its activities, including those related to quality, environmental protection, occupational health and safety, and information management.
2. Providing safe and healthy working conditions for employees, partners and third parties involved in the COMPANY's facilities and activities, with the aim of preventing occupational injuries and illnesses.
3. Providing support, information, and training to executives, employees, partners and contractors regarding the interpretation and implementation of new legislation.
4. Identifying and evaluating environmental aspects and risks related to its activities, and implementing the necessary measures to effectively control and mitigate their impacts.
5. Monitoring, measuring and evaluating significant parameters related to environmental impacts and occupational health and safety risks.
6. Identifying and assessing risks related to information accessed by the COMPANY.
7. Implementing the necessary technological and organizational measures for the protection of information accessed or processed by the COMPANY.
8. Clearly defining the duties, roles, and responsibilities within the organizational hierarchy.
9. Providing adequate and appropriate training for all personnel according to their roles.
10. Establishing clear, measurable, and achievable objectives, ensuring their fulfillment, and minimizing unwanted effects.

11. Evaluating the quality and effectiveness of the services provided.
12. Promptly identifying and handling customer complaints and issues.
13. Periodically reviewing this Policy.
14. Continuous monitoring and satisfaction of the requirements of interested parties within the COMPANY's operational framework.
15. Consulting with all relevant stakeholders and encouraging of employee participation in such processes.
16. Continuous improvement of the Integrated Management System for Quality, Health & Safety and Environment.

Every executive, employee, partner or contractor of the COMPANY is expected to actively participate in training, development, and any other activities deemed necessary to ensure the provision of services that meet, not only legal requirements, but also the specific contractual obligations assigned to the COMPANY.

The **Management** of **MANAGEMENT FORCE** considers it self-evident and firmly believes that all executives, employees, partners, and contractors of the COMPANY assume their share of responsibility with diligence and effectiveness, thereby supporting the COMPANY as a whole as well as its Management to effectively implement the Quality, Health & Safety and Environmental Policy summarized in this statement.

Maroussi, 20/03/2026

For **MANAGEMENT FORCE**



Dr. Georgios D. Panopoulos
Chief Executive Officer