

The company **MANAGEMENT FORCE** operates in the field of consulting services in Health & Safety, Environment and Quality.

**MANAGEMENT FORCE** recognizes that the provision of consulting services inherently involves the element of continuous improvement, ensuring that recipients (clients) receive services that contribute to the optimization of their overall performance and operational outcomes, through a holistic approach encompassing ethical, social, legal, financial, technical, practical, and managerial dimensions.

Within this framework, **MANAGEMENT FORCE** implements a certified integrated corporate governance management system (based on ISO 9001, ISO 14001, ISO 45001 and 27001), in which Corporate Social Responsibility (CSR) constitutes a key pillar.

For **MANAGEMENT FORCE**, CSR represents a commitment derived from the Company's core values, aiming both at contributing to society and at fostering an environment of trust among employees, partners and clients.

CSR is structured around a framework of principles outlined below.

## **ACCOUNTABILITY**

We thoroughly examine contemporary issues relating to occupational health and safety, anti-corruption and anti-bribery practices, protection of human rights, protection of vulnerable groups, management of diversity, and adaptation to climate change. We develop informed positions, actively participate, and adopt constructive and responsible approaches to addressing these challenges.

## **TRANSPARENCY**

Our services are delivered by qualified and appropriately trained professionals to clients whose activities place emphasis on human well-being, safety, health and the environment. We seek partners and collaborators by providing equal opportunities to all, without discrimination. We publicly support our clients and the communities in which they operate, both within Greece and internationally, wherever our business activities extend.

We continually reassess our practices through our Code of Ethics and our integrated management system. Through our operations, we ensure that both our business partners and social stakeholders adhere to the same principles of transparency and independence.

## **ETHICAL CONDUCT**

Only conduct consistent with accepted ethical standards and integrity is considered acceptable. Ethical behavior is both our conscious choice and a fundamental prerequisite for any collaboration across all areas of our business activities.

## **RESPECT FOR SHAREHOLDERS' INTERESTS**

The interests of those who actively support our business activities are safeguarded through transparent and ethical practices. The established framework of corporate governance and the administrative structure serve to inspire confidence among shareholders and translate our values into actions. Due to the limited shareholder dispersion of, shareholders themselves actively participate in, contribute to and fully support this policy.

Through various mechanisms, and primarily through our integrated management system, we remain informed of regulatory developments, monitor compliance and promptly initiate actions to meet any new legislative requirements. The auditing mechanisms we voluntarily employ, including statutory auditors and accredited inspection and certification bodies, confirm that these actions effectively support regulatory compliance.

### **RESPECT FOR INTERNATIONAL NORMS OF BEHAVIOR**

Within the scope of our business activities, we adopt internationally recognized standards of conduct, promoting sustainable development and respect for human rights as a shared responsibility. This approach is also consistent with the values historically associated with our national identity.

### **RESPECT FOR HUMAN RIGHTS**

Respect for human rights is intrinsically linked to the nature of our services, to such an extent that we believe we actively and consistently contribute to their protection through our daily operations.

### **CSR STRATEGIC OBJECTIVES**

The Company's primary strategic objective is to increase its positive impact on society as a whole, with particular focus on:

- The minimization of the environmental footprint of its activities, despite operating within the tertiary sector
- The protection of health and safety of employees and all individuals involved in or affected by our activities and services
- The enhancement of competitiveness and long-term sustainability of the Company

To achieve this objective, we support the United Nations Global Compact and the 17 Sustainable Development Goals (SDGs). This CSR Policy Statement is aligned with these objectives, which also serve as a common framework for dialogue and collaboration with the Company's business and social stakeholders.

#### **Strategic priorities include:**

- Regulatory compliance
- Minimization of environmental impact
- Development and retention of a committed workforce
- Achievement and maintenance of a work environment free from injuries and occupational illnesses
- Continuous vigilance and zero tolerance toward corruption or practices that could encourage corruption
- Provision of equal opportunities for all and respect for human rights
- Stakeholder engagement aimed at fostering mutual trust and understanding
- Delivery of high-quality services and customer satisfaction
- Development of a supply chain and procurement network based on carefully selected suppliers
- Participation in domestic business fora, networks, international organizations and academic institutions
- Implementation of initiatives of high social value, with emphasis on local traditions

- Contribution to the development of local communities in areas neighboring the Company's facilities and projects

CSR is integrated into the Company's overall business activities as well as daily operations, representing a shared value embraced by all employees and embedded in corporate procedures. Through these procedures, CSR principles are translated into practical workplace actions, which in turn shape responsible behavior and attitudes.

The **Management** of **MANAGEMENT FORCE** considers it self-evident and firmly believes that all executives, employees, partners and contractors assume their respective responsibilities and obligations in supporting this Policy.

Maroussi, 20/03/2026

For **MANAGEMENT FORCE**



Dr. Georgios D. Panopoulos  
Chief Executive Officer