

HEALTH & SAFETY, QUALITY, ENVIRONMENT & SUSTAINABLE DEVELOPMENT POLICY

HELLENIC ENVIRONMENTAL CENTER SINGLE MEMBER SOCIETE ANONYME – H.E.C. S.A. provides comprehensive waste management services for hazardous and non-hazardous liquid waste, including Port Reception Facilities (PRF) services (collection, transportation and storage), in full compliance with **Annexes I, II, IV & VI of International Convention of MARPOL 73/78**.

The Company's Quality, Environmental, Occupational Health & Safety, and Sustainable Development Policy is defined by top management, which is fully committed to its implementation at all levels of the organization.

All personnel are required to adhere to and support the following principles:

▲ **Legal and Regulatory Compliance**

1. Full and strict compliance with all applicable national, European, and international legislation and other binding requirements.
2. Systematic identification, monitoring, and evaluation of legal and regulatory obligations.

▲ **Customer Satisfaction & Service Excellence**

We are committed to delivering high-quality services that meet or exceed customer expectations by:

1. Strict compliance with contractual obligations.
2. Cooperation exclusively with reliable, qualified, and approved suppliers.
3. Continuous evaluation and development of staff performance.
4. Promoting effective teamwork and professional collaboration.
5. Ensuring operational reliability and responsiveness.

▲ **Environmental Protection & Pollution Prevention**

We are committed to preventing pollution and minimizing environmental impact by:

1. Avoiding, preventing, and minimizing the environmental footprint of our activities.
2. Promoting waste minimization, proper handling, recovery, and recycling where feasible.
3. Supporting the Voluntary Declaration **"To Save the Seas"** of HELMEPA, of which H.E.C. is an active member.
4. Contributing to the IMO objective of **"Safe Ships and Clean Seas"**.
5. Protecting employees, clients, and society at large.
6. Promoting efficient use of natural resources and energy.
7. Implementing green procurement practices.
8. Utilizing appropriate and certified anti-pollution equipment.
9. Enhancing environmental awareness among employees.
10. Preventing environmental incidents through proactive risk assessment, operational controls, and systematic monitoring.

▲ **Occupational Health & Safety – "Safety First"**

We place strong emphasis on the human factor and accident prevention, prioritizing:

1. The health and safety of personnel under the guiding principle **"Safety First"**.
2. Facility safety and the promotion of a strong **"Zero Harm"** culture.
3. Provision and mandatory use of appropriate Personal Protective Equipment (PPE).
4. Prevention of work-related injury and occupational illness.
5. Systematic hazard identification, risk assessment, and implementation of effective control measures.
6. Establishment, implementation, and periodic testing of Emergency Preparedness and Response procedures.
7. Active consultation and participation of employees on health and safety matters.

▲ **Resources & Operational Excellence**

The Company ensures the availability of adequate resources by:

1. Utilizing modern, certified, and technologically advanced equipment.
2. Providing continuous training, education, and awareness programs for personnel.
3. Ensuring sufficient financial, human, and technological resources for the effective operation of the Integrated Management System (IMS).
4. Systematically testing and evaluating operational processes to ensure effectiveness and continuous improvement.

▲ **Sustainable Development & Corporate Responsibility**

Our strategic objective is to grow responsibly alongside the natural, social, and economic environments in which we operate. We are committed to:

1. Operating under the principles of sustainable development and responsible corporate governance.
2. Contributing meaningfully to environmental protection and marine pollution prevention.
3. Supporting the circular economy through resource recovery and responsible waste management.
4. Maintaining open communication with competent authorities, internal and external stakeholders, and interested parties on health and safety, environmental and social matters.

▲ **Objectives, Monitoring & Continuous Improvement**

The Company establishes measurable and achievable objectives and targets aligned with this Policy.

1. Performance is monitored through defined Key Performance Indicators (KPIs).
2. Results are evaluated during Management Review meetings.
3. Objectives are reviewed annually and revised where necessary.
4. The Integrated Management System is subject to continual improvement.

This Policy is documented, implemented, maintained, periodically reviewed and made available to employees, stakeholders and the public.

Panagiotis Stamatogiannis

Chairman of BoD

Piraeus, **17/01/2026**