

ENVIRONMENTAL POLICY

REFORMER, recognizing its responsibility towards environmental protection and sustainable development, has developed and implemented an Environmental Management System in accordance with the requirements of the ISO 14001 standard.

The Company recognizes that environmental responsibility constitutes an integral part of its operational function and is committed to the continuous improvement of its environmental performance, the prevention of pollution, and the responsible management of environmental impacts associated with its activities.

The Environmental Management System applies to all activities of REFORMER.

In this context, REFORMER identifies and evaluates the environmental aspects of its activities, taking into account direct and indirect environmental impacts, as well as the requirements of interested parties. Based on this assessment, it determines objectives, programs, and actions for the continuous improvement of its environmental performance.

REFORMER is committed to:

- Compliance with applicable environmental legislation, regulatory requirements, as well as obligations arising from permits, approvals, and other commitments related to its operation.
- The integration of the Environmental Management System requirements into the Company's business processes, ensuring the effective implementation of ISO 14001 principles at all operational levels.
- The provision of necessary resources (human, technological, financial, and organizational) for the maintenance and continuous improvement of the Environmental Management System's effectiveness.
- The prevention of pollution and the reduction of environmental impacts through the implementation of appropriate prevention, control, and improvement measures.
- The rational use of natural resources, with particular emphasis on reducing energy consumption, monitoring resource usage, and optimizing the energy efficiency of facilities and equipment.
- The responsible management of waste resulting from the Company's operations, prioritizing waste reduction, separate collection, reuse, and recycling wherever technically and economically feasible.
- The environmentally responsible management of equipment and medical devices, taking into account the requirements related to their life cycle and their disposal at the end of their useful life.
- Informing, raising awareness, and training staff on environmental management issues, so that all employees understand their role and responsibility in achieving the Company's environmental goals.
- The active participation of executives and employees, encouraging them to take initiatives and contribute to improving environmental performance in their areas of responsibility.

The Management of REFORMER monitors and reviews the Environmental Policy, environmental objectives, and the Environmental Management System at regular intervals to ensure their suitability, adequacy, and effectiveness, as well as their adaptation to changing business, regulatory, and environmental requirements.



**Εγχειρίδιο Ενοποιημένου Συστήματος
Διαχείρισης**

Εγχ.

This Environmental Policy is communicated to all employees of REFORMER, is available to interested parties, and constitutes a reference framework for setting the Company's environmental objectives and improvement programs.

For the Management

Antonis Billiris

Chief Executive Officer