

OCCUPATIONAL HEALTH & SAFETY POLICY

REFORMER recognizes that the protection of Occupational Health and Safety (OHS) constitutes a fundamental value and primary priority of its business operations. The Company's goal is to create and maintain a safe, healthy, and appropriate working environment that supports the effective execution of its activities and protects employees, visitors, partners, and any other person affected by its operations. REFORMER implements an Occupational Health and Safety Management System in accordance with standard requirements, as well as applicable national legislation and other applicable regulatory requirements.

Within the framework of implementing the Occupational Health and Safety Management System, REFORMER is committed to:

- Full compliance with legislation and other requirements related to Occupational Health and Safety, as well as any other obligation applicable to the Company's activities.
- The identification of OHS hazards, risk assessment, and adoption of appropriate control measures, aiming to prevent injuries, occupational diseases, and work-related incidents.
- The elimination of hazards where feasible and the continuous reduction of risk through the implementation of preventive measures, appropriate work procedures, and the utilization of the hierarchy of controls.
- The continuous improvement of Occupational Health and Safety performance through monitoring results, evaluating the effectiveness of measures, and reviewing the Management System.
- The provision of necessary resources (human, technical, and organizational) for the effective implementation, maintenance, and improvement of the OHS Management System.
- Meaningful and unrestricted participation and consultation of workers, without discrimination or exclusion, in matters concerning hazard identification, the adoption of preventive measures, and the improvement of working conditions.

Within the framework of its goals for OHS management, REFORMER seeks:

- The prevention of accidents and work-related incidents, aiming for zero occupational accidents.
- The reduction of near-misses, unsafe conditions, and unsafe acts through timely identification and mitigation.
- Effective control of activities and processes that may present OHS risks, with the active participation of all levels of the organizational structure.
- The training, information, and awareness of the Company's employees and partners, ensuring they possess the necessary knowledge and awareness of risks associated with their work and the required preventive measures.

The Occupational Health and Safety Policy concerns all employees of REFORMER, regardless of their position or level of responsibility. Every employee has a personal responsibility to work safely, follow defined procedures, report potential hazards or unsafe situations, and actively contribute to the continuous improvement of the Company's performance in the field of Occupational Health and Safety.

For the Management
Antonis Billiris
Chief Executive Officer