	ANTI-BRIBERY POLICY		E.02.09
	VERSION 1	DATE: 21/01/2025	QUALITY AWARD

The CIRCET HELLAS Anti-Bribery Policy aims to set out how the organization will prevent, detect, and deal with bribery and corruption, in full compliance with the requirements of ISO 37001:2016 and relevant legislative requirements, ensuring transparency and integrity in all its activities.

Our main objectives, to which the Management of CIRCET HELLAS is committed, are:

- To create a working environment that prevents and combats bribery and corruption, reinforcing ethics and integrity in all of the organization's professional relationships
- Full compliance with applicable laws and best practices regarding the prevention and combating of bribery
- Continuously improving CIRCET HELLAS' policies, procedures, and practices for preventing bribery, ensuring the trust of customers, suppliers, and society as a whole

To achieve the above objectives:


- The company's management sets clear and specific objectives for the prevention and combating of bribery, which it monitors and reviews regularly
- The company's management allocates the necessary resources (personnel, equipment, technology) to implement the policy and protect employees from incidents of bribery
- All company executives and employees are responsible for implementing the policy and achieving the objectives, within the scope of their responsibilities, actively contributing to the prevention and combating of bribery.

Responsibility and Transparency

The CEO is responsible for the overall operation of CIRCET HELLAS and determines the Company's Policy and objectives. The Company's Compliance Officer is authorized to work with Company executives to develop, improve and monitor the implementation of the Anti-Bribery Policy and to propose the necessary changes after review and approval by the CEO.

The Anti-Bribery Policy covers the following areas:

- Prevention and Awareness of Bribery
- Ensuring Transparency and Integrity in Business Relationships
- Staff Training and Awareness
- Management of Bribery Incidents
- Regular Audits and Evaluation of Procedures

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The Management of CIRCET HELLAS is committed to:

Ensuring that this Policy is known and understood by all employees of the Company as well as by all interested parties (Customers, Suppliers & Partners, etc.)

To comply fully with this Policy and to require its implementation by all Company employees.

Managing Director

Dimitrios Roussos

