
	HEALTH AND SAFETY POLICY AT WORK		E.02.03
	VERSION 1	DATE: 08/01/2024	QUALITY AWARD

CIRCET HELLAS, recognizing the great importance of health and safety in the workplace, implements an effective system aimed at ensuring health and safety conditions in all workplaces. It implements systematic procedures that examine the "framework" of occupational risks and take into account risks, opportunities for improvement, as well as legal and other requirements. It evaluates the performance of the system and seeks to improve it by taking appropriate corrective measures. The organization ensures the active participation of employees in occupational safety issues. CIRCET HELLAS aims to fully comply with applicable Greek and EU legislation on health and safety in the workplace, has obtained all the licenses and approvals required by the legislation governing its activities, and fully complies with the limits it must observe.

In order to ensure the company's HEALTH conditions, CIRCET HELLAS has developed and is committed to continuously improving the HSE System in all of the company's activities and for all of its personnel, including its associates who work for it. In order to meet the above commitments, the company's management will provide, whenever and to whatever extent necessary, material resources, appropriate training, and human resources, making the necessary investments. The company's Health and Safety Policy focuses on achieving the following objectives to the greatest extent possible: Facilitating the management of risks related to its business activities and organizing the company's activities with the aim of continuously improving Health and Safety conditions. In addition, all safety parameters for risks arising during the company's activities are monitored and a comprehensive Safety & Accident Prevention and Emergency Management System is implemented.

CIRCET HELLAS evaluates and improves its overall performance in terms of H&S conditions at its facilities by developing and implementing regular control and inspection programs to achieve the company's specific H&S goals and objectives, always within a specific time frame. It adopts specific rules for monitoring H&S conditions within the company's internal operations, with the aim of inspecting all means of supervision, equipment, and procedures that have been adopted to ensure the effectiveness of procedures for achieving improved performance in the areas of occupational hazards and occupational safety. The Occupational Health and Safety Policy, which harmonises all CIRCET HELLAS' actions, as well as the control and procedures program and objectives, are communicated to staff and social partners and are also made public outside the company.

CIRCET HELLAS is committed to establishing the concept of the importance of prevention and compliance with the company's health and safety conditions, which inspires the highest level of hierarchy throughout the company's employee pyramid. Particular attention is paid to ensuring the continuous training, education, and motivation of all company personnel so that they take responsibility for the operation of the company in accordance with the commitments of this policy.

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The Occupational Health and Safety Management System covers the following areas:

ACTIVITIES OF RELATED TELECOMMUNICATIONS

Finally, as part of CIRCET HELLAS's efforts to continuously improve its health and safety assurance plan, the company seeks to ensure mutual cooperation with all relevant social partners and promotes open dialogue and public information in a spirit of honesty and mutual respect regarding the company's practices and objectives.

Managing Director

Dimitrios Roussos

