

Occupational Health and Safety Management Policy

Version: 3rd / 05.05.2026



1. Occupational Health and Safety Policy

NAVARINO ELEMENTS has implemented Health and Safety Management System ISO 45001:2018 standards and has applied appropriate documented procedures for its operations. The Company's policy on Health and Safety Management is focused on the following principles:

- Full compliance to all relevant and applicable Greek and European legislative, normative, contractual, and other requirements, as well as standards, guidelines, and best practices
- Provision of all the necessary resources for the protection of the health of employees and third parties
- Consultation, participation, and involvement of employees in the decision-making process in the H&S management system
- Set-up, maintenance, and monitoring of a safe, comfortable working environment, aligned with requirements and best practices related to health, safety, and ergonomics, considering the nature, scale and particularities of company activities
- Continuous training of the employees and the third parties on issues related to occupational health and safety
- Continuous measurement and evaluation of its health & safety performance, based on appropriate indicators and objectives.
- Continual improvement of the H&S management system to enhance the organization's H&S performance
- Detailed and regularly updated risk assessment, to identify and eliminate, or effectively minimize any risks and hazards related to the working environment and the nature of company activities, using the hierarchy of controls.
- Prevention of work-related incidents, injuries or accidents and illnesses/diseases

The Company's strategy for the reduction of the risk that may cause injury or health issues is based on the prevention of hazardous situations, the detection and immediate elimination of them, and the periodic risk assessment.

NAVARINO ELEMENTS is committed to:

- Fully implement all procedures and work instructions that comprise the H&S Management System
- Communicate this policy to its employees, subcontractors, related third parties, and any other stakeholder to provide awareness on health & safety obligations and procedures
- Provide regular and suitable training to its personnel
- Review and update this policy and related documentation so that they follow the company's needs and operations and fully aligned with current legislation.
- Continuously improve work conditions



This OH&S Policy has been communicated to the personnel of the Company and is supported by all employees.

NAVARINO ELEMENTS CEO

George Zervos