



POLICY OF HEALTH AND SAFETY AT WORK

LAVTIS LTD operates in the development, production and distribution of detergents, cleaners, disinfectants and personal hygiene products.

Among the main priorities of LAVTIS LTD are respect to its employees, continuous compliance to the legislative and regulatory requirements of Occupational Health and Safety, prevention of occupational accidents and diseases, as well as the creation of an appropriate working environment with continuous improvement of the working conditions.

For this purpose, LAVTIS LTD applies a Health and Safety Management system based on the ISO 45001:2018.

The Policy of Health and Safety at Work of LAVTIS LTD consists a key parameter of the Company's Strategic Plan, through which the company is committed towards:

- implementation of all Legislative and Regulatory Provisions currently in force regarding the Occupational Health and Safety,
- prevention of occupational injuries and diseases by providing safe and healthy working conditions,
- the coverage of employees' needs, including those with disabilities and chronic illnesses, as well as the prevention and management of psychosocial risks,
- effective management of occupational risk in the workplace, according to the strategy of Risks' reduction, by preventing, detecting and eliminating the dangerous situations,
- continuous improvement of the System to ensure that it is appropriate for the purpose, size and context of the Company's operation, as well as for the specific nature of Health and Safety hazards and opportunities,
- establish and review of Goals and Objectives regarding the Occupational Health and Safety, providing the necessary resources for their implementation,
- continuous education and training of all employees, including those with disabilities and chronic illnesses, to the principles and the practices of Health and Safety at Work, aiming to establish a resembling culture,
- development of partnerships for Occupational Health and Safety with the participation of Employees, aiming at the continuous improvement of working conditions and procedures.

The Policy of Health and Safety at Work is communicated and implemented by all employees of the company.

Palaio Faliro, 24/07/2025

Legal Representative

E. Tzika