

## Environmental Policy

The management of the company and all employees at **CELEBRITY INTERNATIONAL MOVERS S.A.** are committed to taking measures to protect and prevent environmental pollution.

The company ensures that all its activities comply with relevant environmental legislation.

The primary goal of the company's Environmental Policy is to minimize the impact of its activities on the environment, with continuous efforts to:

- Reduce waste generated by its operations
- Promote recycling practices
- Decrease the consumption of energy and natural resources
- Lower harmful emissions from its activities
- Use environmentally friendly technology and equipment wherever possible
- Collaborate with suppliers and subcontractors who consider environmental protection in their activities whenever feasible

To achieve these objectives, **CELEBRITY INTERNATIONAL MOVERS S.A.:**

- Has adopted an Environmental Management System that meets the requirements of the international ISO 14001:2015 standard, which is applied to all environmental aspects of the company. This system is monitored, maintained, and improved through inspection, evaluation, and review programs.
- Provides sufficient resources for environmental management, including expertise, suitable equipment, and trained personnel.
- Establishes Environmental Goals and Objectives, whose implementation is reviewed and evaluated periodically. Systematic measurements and evaluations of critical parameters and processes are conducted to eliminate or reduce the company's negative environmental impact.

The continuous improvement of the company's environmental performance and Environmental Management System, along with compliance with current environmental legislation, is a commitment of the company's management. This commitment relies on the active participation and support of all employees.

01/12/2022

**General Manager**

**CELEBRITY INTERNATIONAL MOVERS S.A.**  
**K.X. ΔΙΟΝΗΣ ΜΕΤ/ΚΤ & ΕΜΠ/ΚΗ Α.Ε.**  
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## Health and Safety Policy

The company operates in the field of moving and relocation.

Ensuring excellent Health and Safety conditions in workplaces is a primary goal and commitment of **CELEBRITY INTERNATIONAL MOVERS S.A.**. Recognizing that human resources are our most important and valuable asset, the company provides a healthy and safe working environment by developing and implementing practices and systems tailored to the risks associated with its business activities.

The successful implementation of our policy is the responsibility of all employees, regardless of their job role or position within **CELEBRITY INTERNATIONAL MOVERS S.A.**

The company's Health and Safety Policy for its personnel is:

- To provide an appropriate work environment and safe working conditions to prevent and avoid injuries and occupational diseases.
- To establish a framework for setting health and safety objectives and targets for employees.
- To monitor and comply with regulatory and legislative requirements related to workplace health and safety.
- To take all necessary measures to prevent, reduce, and eliminate risks and hazards in the company's workplaces.
- To strive for continuous improvement of procedures, work instructions, and health & safety practices implemented in workplaces.
- To encourage consultation and participation of employees in matters related to workplace health and safety.
- To continuously improve the company's performance in implementing the Health & Safety System.
- To implement an ongoing training program for personnel on Health & Safety and best practices (use of PPE, etc.).
- To allocate resources to ensure a safe working environment.

To implement the Policy and achieve its objectives, **CELEBRITY INTERNATIONAL MOVERS S.A.**:

1. Has adopted an Occupational Health & Safety Management System in accordance with ISO 45001:2018, applied to all company activities that affect employee health and safety. This system is monitored, maintained, and improved through inspections, assessments, and reviews.
2. Identifies, evaluates, and minimizes risks related to company activities that could cause injury or illness.
3. Encourages the participation of employees and subcontractors in finding effective methods for identifying, assessing, and eliminating or reducing workplace risks.
4. Provides training and supervision on health and safety matters, including safe work practices and emergency procedures, to enhance employees' and subcontractors' understanding of workplace risks.

5. Ensures that all employees, subcontractors, visitors, and partners understand and comply with **CELEBRITY INTERNATIONAL MOVERS S.A.**'s health and safety regulations and policies in workplaces.
6. Allocates financial resources for the implementation and continuous improvement of the company's Occupational Health & Safety System.
7. Implements processes for analyzing and assessing all accidents and safety-related incidents in workplaces as part of a comprehensive Management Program.
8. The continuous improvement of operations and effectiveness of the Occupational Health & Safety Management System, along with compliance with applicable regulatory and legislative requirements, is a commitment of the company's Management. It relies on the active participation and support of all employees.

01/12/2022

**General Manager**

  
**CELEBRITY INTERNATIONAL MOVERS S.A.**  
**Κ.Α. ΔΙΕΘΝΕΣ ΜΕΤ/ΚΗ & ΕΜΠ/ΚΗ Α.Ε.**  
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