

### **Business Ethics, Quality, Environment, Energy and Health and Safety Policy**

**THRACE Nonwovens & Geosynthetics' SA** fixed goal is the continuous improvement of the efficiency of its processes, always having in mind:

- ✓ the continuous satisfaction of the needs and expectations of its customers to the maximum extent possible,
- ✓ the application of the most appropriate techniques for the production, quality control, printing and conversion of geosynthetics, geotextiles and geotextile-related products, agrotextiles, special/technical/industrial woven and nonwoven fabrics, synthetic yarns and fibers, nonwoven needle-punched fabrics, geogrids, geonets, circular fabrics, ropes, webbings and twines, multifilament cf yarns, nets, nonwoven spunbond fabrics, multi-layer technical membranes, laminated fabrics and polymer fibres for concrete.
- ✓ the optimal management of the environmental impact resulting from its operation, with particular focus on reducing our energy consumption and emission of greenhouse gases associated with our activities,
- ✓ the prevention of pollution and the reduction of the burden & degradation of the environment in general,
- ✓ promoting the principle of sustainability in all its activities, and of course
- ✓ promoting the health & safety of employees.

The policy of **THRACE Nonwovens & Geosynthetics SA** consists of:

1. Pursuit of high levels of performance in quality matters as an integral part of company management.
2. Pursuit of high levels of performance & efficiency in environmental & energy management issues as an integral part of the company's management.
3. Pursuit of high levels of performance in health & safety at work as an integral part of the company's management.
4. Ensuring the inclusion of quality principles, environmental & energy parameters, and occupational health & safety in decisions on broader issues.
5. Full and non-negotiable compliance with legislation, contractual requirements and related quality, environment & energy and occupational health & safety requirements. For **THRACE Nonwovens & Geosynthetics SA** the safety, health and well-being of third parties and society are paramount.

Especially **THRACE Nonwovens & Geosynthetics SA** takes care:

- To respect and ensure the provisional management of sensitive or confidential information concerning itself, cooperating or interested third parties.
- To ensure compliance with all European and Greek laws, regulations or directives and to promote transparency, safety and environmental & energy sensitivity in all its activities.
- To converse with respect for the personality of every individual, regardless of race, religious beliefs, gender, sexual orientation, marital status, disability, age or ethnic origin.
- To promote its professional reputation based on the quality of its services and its responsible social attitude, and not through unfair competition.
- To not accept fees of any kind aimed at irregular favor and management.
- To not tolerate, under any circumstances, wrongdoing, or irregularities.
- To always operate ethically and ensuring the interests of the company, its partners and interested third parties

In any case where non-compliance with legislation, contractual requirements or the established code of conduct may be found, as expressed in the above points, **THRACE Nonwovens & Geosynthetics SA** ensures that the necessary corrective actions are taken and implemented immediately.

6. Development of Management Systems and Procedures that ensure the high requirements set in individual tasks:

- The recognition and coverage by **THRACE Nonwovens & Geosynthetics SA** of the needs & requirements for handling design, production & quality control and marketing of its products, as well as the recognition and satisfaction of requirements and needs of partners and interested third parties, both nationally and internationally.
- Adequate and efficient facilities for the creation of a safe working environment, while mitigating the burden on the environment and the consumption of energy resources.
- Adequate information, instructions, training, and supervision by competent people to create working conditions with safety and environmental & energy sensitivity.
- Promoting the culture of recognizing and managing business, environmental & occupational risks, energy-intensive practices, and opportunities.
- Creation and monitoring of corporate performance & performance indicators including:
  - Introduction of statistical performance analysis
  - Establish monitoring & performance indexes
  - Annual goals for quality, environment & energy and health & safety at work and related programs. These established goals & objectives are constantly reviewed and redefined according to the performance and needs of the company, ensuring in each case the availability of information and means to achieve them.

- Continuous training and education of executives involved in the management and implementation of the company's activities.
- Internal Audits

The Managing Directors of the Spunbond & Agro-Geo divisions have the overall responsibility for this policy and each executive of the company for its implementation and promotion.

**THRACE Nonwovens & Geosynthetics SA** will have all the resources required to implement this Policy.

**THRACE Nonwovens & Geosynthetics SA** will always support the active participation and demonstration of initiatives of its executives to the extent of their involvement in the established Management System.

The Managing Directors of the Spunbond & AGRO-GEO branches of **THRACE Nonwovens & Geosynthetics SA**:

C. KARAGEORGIU

MANAGING DIRECTOR, SPUNBOND BRANCH

June 28, 2020

A. DIMIOU

MANAGING DIRECTOR, AGRI-GEO BRANCH