



POLICY OF HEALTH AND SAFETY AT WORK

MEDPHOS, respecting people and the environment, implements an effective system of Health and Safety at Work, aiming to the prevention of accidents and occupational diseases in the workplace, to the creation of a satisfactory working environment and to the continuous improvement of working conditions of employees.

The consistent principle defining all the activities of MEDPHOS is the continuous compliance with National and International Regulations of Chemical and Fertilizers Industry, as well as all other relevant rules of Health and Safety at work.

For this purpose, the Management of MEDPHOS **is committed to implement the requirements of the ISO 45001/2018 and to continuously improve the operating processes**, so that it is appropriate for the purpose, size and scope of operation of the company and for the specific nature of the threats and opportunities of Health and Safety at work. The Management of MEDPHOS achieves this, relying on:

- Providing safe and healthy working conditions for the prevention of occupational injuries and diseases.
- Enactment and review of the objective aims for Health and Safety at Work, providing the required resources for their implementation.
- The coverage of employees' needs, including those with disabilities and chronic illnesses, as well as the prevention and management of psychosocial risks.
- Implementation of all the valid Laws and Regulations of Health and Safety at work, with a simultaneous commitment to eliminate risks and reduce the risk of Occupational Health and Safety.
- Effective management of occupational risk assessment in workplace according to the strategy reduction of Risks, by preventing, detecting and eliminating the dangerous situations
- Systematic education and training of all the 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
- Cooperation with the Council of Health and Safety for matters of Health and Safety at work that aim to the continuous improvement of Procedures and conditions at work.

The Policy of MEDPHOS for Health and Safety at Work, is based on cooperation, consensus and participation of all its personnel. The sense of personal responsibility of each employee is a prerequisite for the effective implementation of a system for the Health and Safety at work and the management of MEDPHOS encourages all staff in this direction as well as in the consultation and participation of employees and their representatives.

KAVALA, 13/11/2025

LEGAL REPRESENTATIVE

TZIKA ELISAVET