

HEALTH AND SAFETY POLICY

TOMI is a construction company, a leader in the construction industry of Greece and operate in the following project such as buildings, environmental, hydraulic, port, electromechanical, industrial, energy (gas), landscaping, irrigation, maintenance, sports facilities as well as infrastructure, road construction etc

Health and Safety is part of the general philosophy of policy of TOMI SA but also one of the basic principles on which the company's development planning is based with a sense of responsibility and in the context of the broader requirements in health and safety at work, the Top Management of TOMI SA proceeded to a comprehensive planning of operation and development of the Company with actions and programs aimed at zero accidents at work. Guided by the management of health and safety at work, TOMI SA implements a Health & Safety System according to the ISO 45001:2018 standard for the following field of application:

- Design, Engineering, Construction, Operation and Maintenance of Projects and Facilities of: Infrastructure Works, Motorways, Railways, Buildings, Hydraulic Works, Tunnels, Bridges, Airports, Electromechanical Installations, Industrial / Energy Projects, Marine Works, Pontoons, Docks & Shipyards, Planting and Landscaping Works, Landscaping Development, Drilling / Boreholing, Mining Works and Quarries, Water, Liquid, Solid and Gas Waste Treatment, Water and Gas Pipelines, Power Supply Networks of High Voltage, Electronic Equipment, Telecommunications, Informatics & Automation Equipment, Remote Operation and Hydraulic Automation Equipment for Water Resources & Wastes Management, Concession (BOT) Projects and Public - Private Partnership (PPP) Projects.
- Design and Construction of Floating Concrete Elements.
- Collection and Transportation of Non-Hazardous Solid Waste and Bio-Waste, including Waste originating from Gardens and Parks.
- Construction of Green Roofs and Sports Floors.
- Construction and Maintenance of Sports Facilities.
- Construction and Maintenance of Irrigation Networks.
- Supply and Installation of Artificial Turf.
- Cleaning Works in Urban and Peri-Urban Areas.
- Upgrading, Construction, Maintenance and Technical Support of Playgrounds. Design, Supply, Installation, Maintenance and Technical Support of Playgrounds Equipment, Playground Safety Flooring and Materials, Urban Equipment and Plant Materials.

Top management of the company is committed that:

- includes a commitment to provide safe and healthy working conditions for the prevention of work-related injury and ill health and is appropriate to the purpose, size and context of the organization and to the specific nature of its H & S risks and H & S opportunities;
- to comply with applicable national and European legal requirements, as well as other regulatory requirements related to H & S
- eliminate hazards and reduce H & S risks
- continual improvement of the H & S management system
- consultation and participation of workers, and, where they exist, workers' representatives.

The above commitments of the company TOMI SA are reviewed on an annual basis, are available to any interested party, have been communicated and understood by all staff of the company and its Associates and are a common vision of all.

In additional, the Health and Safety Policy of the company states that:

- provides the framework for defining and reviewing its aims and objectives
- is written and communicated at all levels within the organization
- all employees including Subcontractors, Suppliers, Visitors and third parties entering the company's facilities and construction sites are aware of their responsibilities arising from the H & S management system
- reviewed and revised whenever required.
- the availability of information and resources necessary to achieve its aims and objectives
- Free communication with all interested parties.
- The Management of TOMI SA bears the executive responsibility for the health and safety of employees and is committed to take all those actions necessary to improve the conditions and performance of health and safety, to ensure protection the life and health of all employees, including Subcontractors, Suppliers, Visitors and third parties entering the company's facilities and construction sites as defined by the provisions and requirements of Greek and European legislation.
- The health and safety of employees and associates was, is and will be the primary concern of the management of the company TOMI SA

- In order for the company TOMI SA to achieve and maintain its policy, in accordance with the ISO 45001: 2018 standard, it has the appropriate resources (in human resources and equipment), it uses appropriate and competent staff with the necessary know-how and understanding at all levels of the company. Management provides all those resources for staff health and safety training, the distribution of responsibilities within the company, as well as incentives for everyone to participate in minimizing unsafe actions and working conditions, so that every employee involved in the company's processes to help both individually and as a group to improve the working environment.
- The ultimate goal of the company TOMI SA is the execution of all work with the best requirements in quality and time, without accident or incident that will harm human health. The health and safety of employees is a concern of all those involved in the activities of the company and depends above all on ourselves.
- Also, the ultimate goal of the company TOMI SA is to achieve the conscious commitment of all employees to the prevention of accidents and diseases and the continuous improvement of the performance of the management system of Health and safety management system. The detailed recording of incidents, the measurement of the efficiency of the system and its continuous improvement in order to eliminate the incidents is a constant commitment of the Management to the employees.

EXARCHOU ALEXANDROS



Athens, 08/11/2023

President & CEO TOMI SA