

# Health & Safety

## A Culture of 400 Safety Engineers

### Our commitment

**Health and Safety at work is a fundamental right of all our employees. Ensuring both, every day, is our company's main priority.**

A. Hatzopoulos S.A. commits to implement the highest standards related to Occupational Health and Safety, in a manner that maximizes the prevention of incidents that may cause any injury, illness or large-scale accidents for its employees in and out of the company, its contractors and all the visitors to its premises.

### Health & Safety Management System

In this direction, we have developed an effective Health and Safety Management System that helps us control and prevent any occupational- related hazards and risks. The System is periodically reviewed, to ensure the continuous improvement of our relevant policies. The top management of A.Hatzopoulos S.A. is actively involved in the implementation and review of the Health & Safety Management System, enabling the establishment of a culture of safety for all.

The Occupational Health and Safety Management system of the company includes (among others) the following:

- The implementation of policies beyond the provisions of the relevant local and European legislation with regard to Occupational Health and Safety.
- Regular risk assessments and audits carried out by the designated Safety Engineer with the active engagement of our employees.
- Advanced Personal Protective Equipment (PPE) for everyone working at / entering our production facilities.
- Specific preventive and control measures taken at all high-risk related departments and factory areas.
- Continuous, hands-on training program applicable to all employees that develops their understanding of any work-related hazards and risks.
- Annual Health check-up for all company employees, adapted to their work position.
- Specific safety standards for all contractors working at our premises.

Health and Safety at work is a fundamental right of all our employees. Ensuring both, every day, is our main priority.

### ISO 45001 Certification



The Health and Safety Management System that we adopt has been recently certified with ISO 45001:2018, the international standard that helps organizations improve employee safety, reduce workplace risks and create safer working conditions.

Published in March 2018, the ISO 45001 standard specifies requirements for an OH&S management system, and gives guidance for its use, by preventing work-related injury and illness at an organization, as well as by proactively improving its OH&S performance.

The ISO 45001 certification of our sites, issued by TÜV HELLAS, became effective on July 1<sup>st</sup>, 2021. Achieving this certification exemplifies, above all, our people's true commitment to protecting everyone's health and safety, according to the highest standards, fostering a culture of 400 Safety Engineers.







## Health & Safety Training Plan

The Health & Safety Training Plan of the company involves all employees, with the purpose to develop their awareness and understanding of any hazards and risks related to their daily activities, in and out of the company.

Regular Training Topics include:

- Health & Safety Culture
- Incidents Analysis - Lessons Learned
- Main Hazards as per Risk Assessment
- Equipment, Materials & Machinery Handling
- First Aid Assistance
- Fire Prevention & Safety

# 428

participants trained in Health-  
& Safety-related training  
sessions in 2020



In 2020, even though the training program of the company was not fulfilled as initially planned due to the pandemic outbreak, we completed successfully four training cycles, dedicated specifically to Health & Safety-related subjects. Both live and remote sessions were organized according to each participating employees' group daily activities and relevant needs, adding to our training program all H&S issues related to COVID-19.



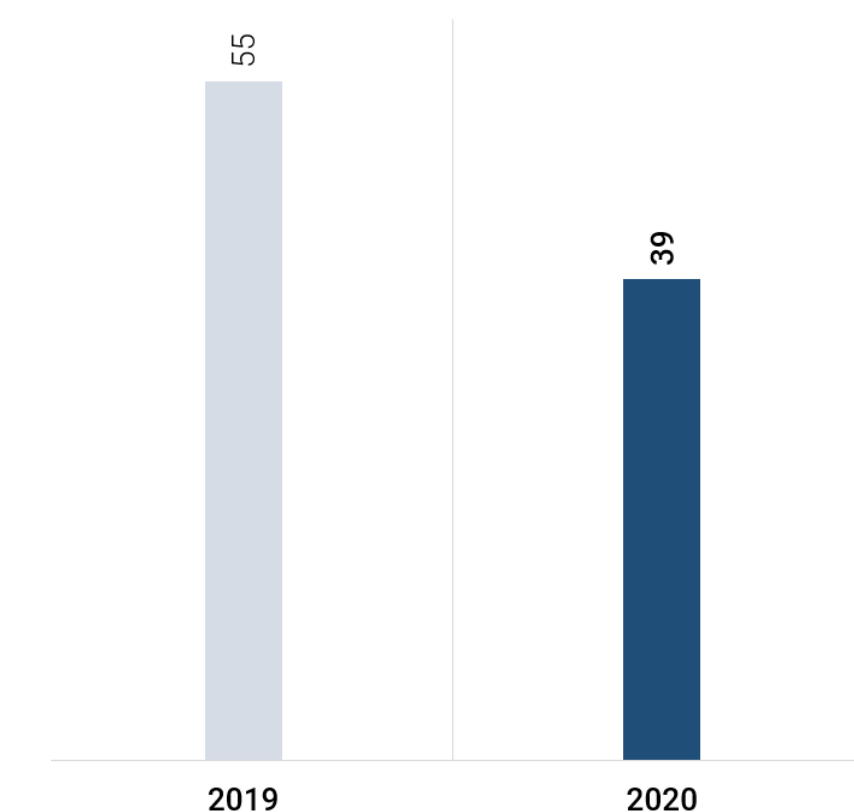
## Recorded Incidents & Classification

Significant developments related to Occupational Health and Safety Management took place at the company in 2020.

Within the year, the Occupational Risk Assessment for both production sites was revised by the designated Safety Technician of the company, frequent Inspections, Audits, Safety drills and Health and Safety meetings took place, leading to improved safety initiatives, enhanced Health & Safety measures, procedures and protocols, which were introduced, also in response to the COVID-19 pandemic.

In 2020, the total number of incidents recorded at the company was decreased by -29% compared to 2019. 59% of the 39 total incidents recorded at our plants in 2020 are classified either as "Near Miss" incidents or returned "Back to Work within the same day".

Total Incidents Recorded  
2019-2020

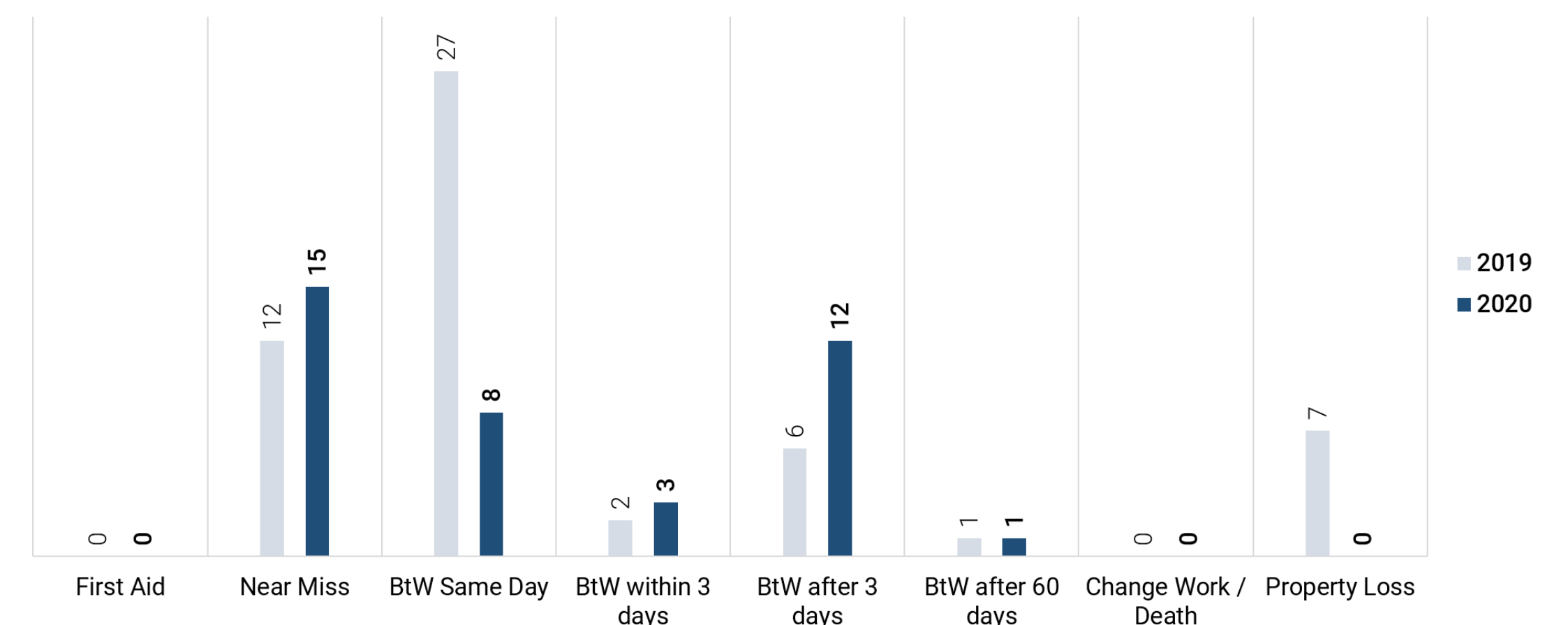


# -29%

number of incidents  
recorded in 2020 VS 2019

Recorded Incidents Classification

2019-2020







## Employee safety during COVID-19

Our fight against the pandemic

A. Hatzopoulos S.A. is committed to the responsibility of keeping its employees and business associates safe during the COVID-19 pandemic by minimizing the risk of spread of the virus. To help protect our people and their families, our partners, as well as the broader community, in which we operate, we have taken rigorous precautionary measures, aligned with the guidance of the World Health Organization and the instructions of the local Health Authorities.

Since the outbreak of the pandemic, our company implements a detailed **COVID-19 Preparation and Response Plan**, to safeguard the health of its people, while safely continuing its business operations.

Early in 2020, the majority of our office employees switched to remote working, while business travels and site visits were restricted, unless deemed absolutely business critical. At the same time, a variety of new health and safety protocols at the sites were implemented, to eliminate risk of infection of our on-site working employees, which

ensured daily both ours and our partners' business continuity, thus keeping healthy the international supply chain for food and non-food supplies.

During the various pandemic stages we went through, Hatzopoulos S.A. has remained focused on actively and closely monitoring the situation, in order to ensure adherence to all new safety protocols (such as physical distancing, disinfection cleanings and enhanced personal hygiene practices) and to continuously evaluate, adapt and reinforce the measures where necessary, to prevent the risk of transmission and ensure safe operating practices.

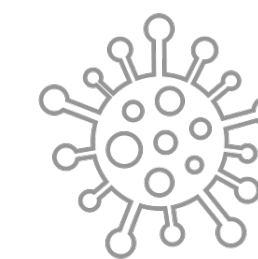
Our approach to returning to business travel, on-site technical visits, trade shows and other international events will be cautious and flexible as we will continue to adapt the relevant safety protocols to the most updated local conditions. We will maintain the primary focus on the health and safety of our employees, acknowledging the need to ensure business continuity and support our customers.



## Preventive Measures and Actions against COVID-19

The strict COVID-19 preventive measures and relevant actions, which A. Hatzopoulos S.A. has taken in our fight against the pandemic include:

- Mandatory use of mask indoors and outdoors and Physical distancing
- Temperature measurement before entering the company premises using specific equipment - Smart Gates
- Increased use of hygiene products, 50 hand sanitizing stations added, disinfectant gels and wet wipes provided to employees with updated personal hygiene instructions in line with the health Authorities' guidelines
- Entry screening through the use of a detailed health questionnaire
- Frequent disinfection of sites
- Regular on-site testing of all employees
- Regular cleaning and ventilation, in line with the relevant updated guidelines
- Repeated, clear and updated information and guidance provided on revised H&S protocols, remote working and travel restrictions
- Training and open dialogue e-sessions on COVID-related issues
- Permission to enter given to company visitors only upon negative test result
- Quarantine protocols in case of infection or exposure to a confirmed case



# 150.000 +

masks provided to our employees in 2020