

QUALITY, ENVIRONMENT, HEALTH AND SAFETY POLICY AT WORK

The company LAS Solutions, strategically oriented to its development both in Greece and abroad, always having as a basis the provision of services that meet the demands of its customers, and the respect for humans and the environment, decided to install and operate a Management System in accordance with the requirements of ISO 9001: 2015, ISO 14001: 2015 and ISO 45001:2018.

The approach of quality, environment and health and safety at work are continuous and strictly defined procedures that guarantee the consistent presence of the company in its area of activity:

Project Management. Technical Maintenance and Support Services, Management and Operation of Automated Warehouse and Airport Systems. Design, Technical Consulting Services in the Above Sectors.

Basic stimulation is:

- the pursuit for improvement of the internal operating system.
- the acquisition of know-how so as to complete the work and meet the needs and requirements of the clients.
- the training and utilization of human resources.
- the prudent and rational use of natural resources, while minimizing the negative impact of the company's activities on the environment.
- creating an external communication "channel" at all levels to ensure both the clear presentation of third-party requirements and the clear statement by the company of how these are covered as well as the protection of the environment and the customer.
- ensuring the protection of the health and safety of its employees, partners, local communities and the public.

In the context of continuous improvement of the System, the Management sets targets for quality, general development, environment and health and safety at work, which are reviewed annually in terms of their degree of implementation, new targets are approved, or previous ones are being modified depending on the company's performance and the new conditions in its field of action.

The company is committed to:

- systematic monitoring, assessment of compliance and fulfillment of the compliance obligations relating to the quality, environment, health and safety at work, as well as other applicable requirements related to its operation and immediate correction of any non-compliance.
- ensure that operations are performed in accordance with compliance obligations
- systematic identifying, assessing, preventing, controlling and mitigating adverse environmental and health and safety consequences arising from its activities.
- the minimization and rational management of the waste generated and the increase of the materials to be recycled, compared to those available for disposal.
- the protection of the natural environment including pollution prevention, from the harmful change and degradation caused by its activities and services.
- the adaptation to climate change, biodiversity and systems protection as well as rehabilitation.
- informing and encouraging its staff to actively participate, at individual and team level, in the improvement of the working environment and in environmental protection actions in the field of its activity.
- the provision of safe and healthy working conditions for the prevention of work-related injury and/or ill health.
- the elimination of hazards and reduction of OH&S risks from its activities, including external providers and interested parties.
- ensure and facilitate consultation and participation of workers, and workers' representatives.
- the safe and effective management of all elements, data and information that may be brought to its knowledge when working with customers, their management exclusively by competent persons and based on ethics, their non-disclosure to third parties for any reason.
- making a continuous effort to market quality services and the placement of quality products with the ultimate goal of increasing customer satisfaction and improving competitiveness.
- systematically informing the company about the developments in the sector in which it operates, or which concern the company's sector of activity.
- the development of harmonious cooperation bonds with its customers and suppliers as well as the expansion of coverage of the Greek and international markets.
- the continuous improvement of the quality of services and products provided and the working conditions, the way of dealing with the environment as well as the Quality, Environment, Occupational Health and Safety Management System itself through the development of the evaluation of procedures and related indicators, to improve performance for quality, environment and Health and Safety at Work.
- promoting open dialogue and informing the interested parties in a spirit of honest and mutual respect.
- equal treatment of all staff, without exception, with dignity and respect. No tolerance for corporal punishment, mental or physical abuse of staff, any cruel or inhuman treatment is not acceptable.
- the fight against all forms of violence and for the protection and support of workers who suffer from domestic violence. Employees may express concerns or raise issues through the Occupational Health and Safety Representative designated as the reporting person for such incidents.

As a result of the above, the Company's management is committed to active participation in the implementation of the System and the provision of resources at every level (human - material - financial) that will contribute to its continuous improvement.

The Company, in addition, asks external providers, but also any other interested party to embrace its principles, guiding them to operate in accordance with them.