

## **HEALTH & SAFETY POLICY AT WORK**

The Health and Safety policy at work of TELCOSEV SA on Health is the continuous participation of all employees in accident prevention, as well as the proper observance of hygiene and safety procedures.

Company Management is committed to providing the necessary leadership and guidance to ensure a healthy and safe work environment.

Management is also committed to implementing the applicable legislation and requirements that the company has signed, operating procedures, providing resources and ensuring tools that will promote safe working conditions and the efficient operation of the Company.

Finally, Management is committed to preventing accidents at work and occupational diseases.

It is the responsibility of the Heads of the various Departments to ensure safe working conditions for all employees and also to ensure that employees follow safe procedures during the performance of their tasks and duties.

Employees are required to use the personal protective equipment provided and to comply with working procedures and safety rules. They are also required to be actively involved, suggesting improvement proposals for the promotion of Health and Safety, in order for the Management to utilize them on the commitment to continuous improvement in management and performance in the OSH.

The commitment of both Management and employees to adherence to this policy will provide safe working conditions for the mutual benefit.

### **Management sets annual targets to improve OHSAS**

To implement the Policy and achieve the Goal, the Company's organization implements the Occupational Health & Safety Management System (OHSAS ), in accordance with OHSAS 18001 International Standard. As part of the implementation of the Management System, Management shall appoint, on a case-by-case basis, a Representative. This policy is reviewed every two years and improved in accordance with Management decisions.

Athens, 23 / MAR / 2015 Ver.2

The Chief Executive Officer