



HSQE Policy

In VANOS S.A., we aim to provide a variety of products and services that fulfill our customers and other third parties' needs, while assuring their quality, in a safely manner towards the employees that VANOS S.A. engages and, at the same time, towards the environment.

We hereby assure that all provisions, stores, charts and publications that are provided by VANOS are in accordance to the policies that we apply and follow, always with respect to the current regulatory and legislative scheme in force. As an organization, our everyday operating activities are similarly, always conducted with respect to the applicable laws and regulations, whilst considering the prerequisites and requirements that may be set by our external customers/ partners.

VANOS S.A. therefore applies a Complete Management System (CMS) that complies with the International Standards as per BS EN ISO 9001:2015, BS EN ISO 22000:2018, BS EN ISO 14001:2015 and BS EN ISO 45001:2018.

To achieve constant development and growth, sequence of specific and measurable goals has been established, as follows:

1. To comply with the applicable quality requirements with regards to the products and services that we offer, while in constant communication with our customers and other third parties involved
2. To comply with the applicable Laws and Regulations
3. To extend our customer and product portfolios
4. To provide timely, accurate and efficient services to our customers
5. To enhance our market share
6. To raise customer satisfaction levels
7. To minimize the complaints rate
8. To eliminate non-conformities
9. To constantly improve our facilities, machinery and equipment
10. To eliminate accidents in the workplace
11. To achieve constant improvement of the working conditions and environment of VANOS S.A.
12. To safely prepare and develop the activities by and within VANOS S.A.
13. To promote the health and safety of our internal customers/ employees
14. To preserve the environment by diminishing any potential negative effects occurring by our daily operations
15. To follow a systematic waste management treatment plan
16. To raise environmental awareness of our customers and other third parties involved, with regards to the protection of the environment and the biosphere in general
17. To achieve constant development and growth.

As set hereabove, the goals are subject to revisiting periodically. The Management team of VANOS S.A. is committed to thoroughly applying the CMS procedures at the company's everyday activities, by the total of its employees. As a result, the proper selection of machinery and equipment has been achieved, and continuous training of the personnel engaged in VANOS S.A. has been a priority at all times. Similarly, a set of metrics and controls has been implemented, so as to monitor and control effectiveness, areas for improvement and corrective activities in case required, to support the conduct of internal auditing as well.

Environmental Sustainability

For VANOS SA the protection of the natural environment is a top priority. Through the practices it applies, the Company aims to actively contribute to the reduction of its environmental footprint and in this direction implements actions to save energy and minimize pollutants, increase recycling, protect the biodiversity of the ecosystem and the proper use of water.

This commitment is reflected in the HSQE policy adopted by the Company, but also in the ISO 14001 certified environmental management system, that it implements.

The continuous effort to reduce the environmental footprint of VANOS SA, as well as the continuous update of environmental protection measures taken, are reflected in the company's financial data recorded per year.

ENVIRONMENTALLY FRIENDLY PRACTICES AND ACTIONS

- Reduction of electricity consumption through gradual replacement of LED lamps (in progress), as well as through investment in state-of-the-art equipment
- Fully automated ordering process (paperless)
- Warehouse Management System (WMS) and application of barcode scanner technology in the whole range of activities
- Use of movement sensors combined with day-night light sensors for lighting installations across our premises
- Use of recyclable packaging materials
- Electrical, eco-friendly forklifts
- Collection of packaging materials after each goods' delivery to the vessel, in order to reduce the volume of shipping waste
- Training & awareness of employees in company policy & environmental protection issues
- Member of HEL.M.E.P.A.
- Member of GREEN AWARD Foundation

INDICATORS from 2019 to the first quarter of 2021

- Reduction by 15% in fuel consumption for 2020 compared to 2019
- 40Kgr of household batteries were recycled through the company AFIS 2020 up to the first trimester. 2021
- 210 pieces of ink cartridges up to the first quarter 2021 were recycled
- Truck lubricants and mineral oils are recycled through a licensed partner
- 100% of solid waste is collected, separated into paper, plastic, metal and glass, which are recycled through licensed partners
- Zero customer complaints about environmental issues
- Zero environmental incidents / accidents
- Reduction of Freon consumption in cold storage rooms and refrigerated trucks