

EDUCATIONAL POLICY

Vanos S.A. is committed to providing educational opportunities, thereby satisfying with the most effective manner, the needs and aspirations of all the interested parties of our Company. The educational programs and services are being addressed at professionals and executives from a wide selection of companies, industries and organizations, with the purpose of personal development and the certification of professional skills, simultaneously providing the best possible tutorial and training experience to all who choose to participate.

Vanos S.A. provides an environment to create an educational culture:

1. With the commitment to implement the present Educational Policy and the applicable regulation.
2. With respectful consideration of the rights of intellectual property and social responsibilities of the company.
3. With the conviction that everyone has the right to continuous professional development in a manner suited to the potential of each individual's needs.
4. With the conviction that the educational process creates the nucleus of services provided to the involved students and other beneficiaries.

The Management of Vanos S.A. hereby is committed to:

1. Provide the sufficient funds for the continuous improvement of the educational and training programs, to upgrade the level of the said programs and the Educational Centre.
2. Ensure that all requirements and obligations including those of the interested parties are sufficiently met.
3. To promote projects with the aim to secure the continuous achievement of the goals as set by the requirements of the educations process.

All members of Vanos S.A. involved in the implementation of the educational aspirations of the company, responsibly manage the trainees and actively contribute initiatives for the improvement of the enforced programs and effectively resolve all issues as they arise.

The Educational Policy of Vanos S.A will be reexamined periodically in accordance with the procedure and activities of the company.

Aikaterini D. Vanos,

President of the Board of Directors

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