UTECO
WORLD OF AUTOMATION

sense • connect • control • drive • support

SOCIAL POLICY

With this social policy, the Management Board of UTECO SA is consciously committed to adopting methods of responsible entrepreneurship and continuous improvement. At the same time, it is fully aligned with all business operations, defining the way in which the company wishes to operate on a path of sustainable development, guided by its values. The company recognizes that its contribution to the prevention of social and environmental risks, as well as those related to the management of its human resources, results in strengthening the trust of all stakeholders.

For this reason, in recent years the company has embarked on a continuous process of self-improvement and ongoing learning, with the ultimate goal of increasing its positive impact on the market and society, relative to the scope of its business and economic activity, while simultaneously improving its competitiveness.

Consequently, this policy is understood as the result of the core business strategy, which is directly linked to reducing the environmental footprint, alongside increasing the company's social contribution.

The main pillars guiding the company in this direction are the following:

- ✓ ensuring a healthy working environment
- ✓ minimizing environmental impacts throughout the business activity cycle implementing measures to eliminate incidents of corruption in the business activity cycle
- ✓ developing and maintaining human resources with practices that promote a work environment based on equality, respect, and protection of human rights
- ✓ maintaining mutual trust with all stakeholders and a strong market image
- ✓ contributing to the local community by supporting the development of appropriate infrastructure
- ✓ focusing on the quality of the products produced and ensuring their compliance with technical specifications for safe use
- ✓ implementing actions for continuous and substantial support, service, and fulfillment of the company's customer requirements
- ✓ responsibility in purchases and supplies, along with the commitment of external providers – partners, within the framework of sustainable development

On behalf of Top Management & Legal Representative of the Company

Vasiliki Athanasopoulou *(Vice President & COO)*
signed on 31/10/23

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