



Elytron Occupational Health & Safety Policy

At **Elytron**, we consider the health, safety, and well-being of our employees, partners, and visitors as an essential priority. We believe that a safe and healthy work environment is not only a legal obligation but also a fundamental part of our corporate responsibility and our commitment to sustainable growth.

Our workplace is primarily office-based, and our activities include research, project management, and administrative tasks. While these activities do not involve high-risk industrial processes, we recognize that **office environments also carry risks**—such as ergonomic issues, fire hazards, electrical safety concerns, indoor air quality, and psychosocial stress. We are committed to identifying these risks, preventing incidents, and promoting a culture of safety and care across all aspects of our operations.

Our Commitments

1. Safe and Healthy Work Environment

We provide and maintain safe, ergonomic, and healthy working conditions. This includes well-designed workstations, proper lighting, ventilation, and access to safe communal areas. Preventive maintenance of office equipment, fire safety systems, and first-aid supplies ensures that the workplace remains safe and reliable.

2. Compliance with Legal Requirements

We strictly comply with all applicable national health and safety laws, regulations, and obligations. Our internal procedures are regularly reviewed to ensure that we not only meet but, wherever possible, exceed the requirements of the Greek and European law.

3. Risk Prevention and Hazard Management

We systematically identify potential hazards in the office environment and assess the risks associated with them. These may include physical risks (such as slips, trips, and falls), ergonomic concerns (such as posture and repetitive strain injuries), and psychosocial risks (such as workload management and stress). Preventive measures are implemented promptly, and our goal is always to **eliminate hazards at their source** whenever possible.

4. Training, Awareness, and Participation

We recognize that safety is a shared responsibility. Employees are encouraged to actively participate in health and safety matters, to report hazards, and to suggest improvements. We provide training and awareness programs to ensure that all employees understand safe practices, emergency procedures, and their personal responsibility for maintaining a safe workplace.

5. Emergency Preparedness

We maintain clear and up-to-date emergency procedures. Fire drills, evacuation plans, and first-aid readiness are regularly reviewed and communicated to employees, so that everyone knows how to act responsibly and effectively in case of an emergency.

6. Well-being and Work-Life Balance

Beyond physical safety, we also value the mental health and well-being of our employees. We support open dialogue, respectful workplace interactions, and practices that promote a healthy balance between professional responsibilities and personal life.

7. Continuous Improvement

We regularly monitor our health and safety performance and seek opportunities for improvement. Feedback from employees, technological advances, and changes in legal requirements are integrated into our practices. Our policy is reviewed annually to ensure it remains relevant, effective, and aligned with the evolving needs of our company and its people.

Responsibility

Top management is fully committed to providing the leadership, resources, and accountability required to implement this policy. Each employee is equally responsible for following safe practices, respecting internal guidelines, and contributing to a safe and healthy workplace.

Together, we can create a working environment where safety, respect, and well-being are at the core of daily life at Elytron.

Charalambos Savvides
Managing Director