

OCCUPATIONAL HEALTH AND SAFETY – QUALITY- SOCIAL AND ENVIRONMENTAL POLICY



Civil and Environmental
Engineers & Scientists

NICOLAIDES AND ASSOCIATES (the Company), a firm providing Consultancy Services in the sectors of Civil and Environmental Engineering and Science and in Occupational Health and Safety, is committed to the goal of providing and maintaining healthy and safe environment, by ensuring full compliance with legislative requirements related to the health, safety, social and the environment, and also to continuously improve its quality management system and operational performances. Therefore, the Company will always do its utmost to prevent any accident, occupational sickness and any incident that would result in injury, damage to properties or which are detrimental to the environment.

The Company is **committed** to:

- Define and implement methodologies for identification of hazards and assessment of risks to health, safety and environment and the design of appropriate measures of prevention, protection and control of impacts, taking related technological and social organizational variables into account;
- To prevent accidents and occupational diseases and to continually improve the quality Management System;
- To prevent potential sources of pollution, reducing the consumption of natural resources and the use of facilities available through their depletion, reducing the quality of waste to be disposed to landfill, and to continually improve the Management System;
- Rigorously comply with the requirements arising from existing and future legislation health, safety and environment and, when considered appropriate, work with more stringent limits than those provided by law;
- Ensure that all the employees are adequately informed, instructed and trained at work on the contents of this policy and all matters relating to health, safety and environmental issues;
- Search and rely on suppliers that their business agree with the principles of protecting the health, safety and environment;
- Obtain a continuous improvement of its policies defining objectives and goals;
- Develop the auto-critical analysis capability, controlling all the productive activities of the company;
- Promote the prevention of pollution with the subcontractors and clients involved in field activities;
- Encourage and put in place practices to avoid an inappropriate consumption and waste of resources, specifically electricity, water and fuel;
- Promote and incentivize the use of sustainable transports;
- Encourage a rational use of paper and the use of recycled paper;
- Put in place and to promote recycling within Company's offices;
- Purchase equipment, tools and consumption goods with a low environmental impact within all their life cycle;
- Ensure customers satisfaction;
- Recognize and satisfy the interested parties demands and expectations;
- Recognition of risks and opportunities related the strategic quality targets of the company;
- Improve labor policies and pay employees fair wages;
- Promote diversity, equity and inclusion;
- Introduce Community and virtual volunteering;
- Promote corporate social responsibility;
- Donate significant profits to a charitable cause.

The Company is responsible for the compliance of these commitments, through:

- Working in cooperation with the Health and Safety Committee to take all reasonable steps to reduce workplace hazards to as low as reasonably achievable;
- Periodically reviewing the quality and health, safety, social and environmental policy;
- Implementing and constantly monitoring the quality and health, safety social and environmental policy;
- Take disciplinary action where individuals fail to work in a healthy and safe manner, or do not comply with applicable legislation or corporate policies and procedures;
- Design and manage its operations to meet surpass applicable environmental laws and other legal requirements and obligations duly signed and accepted by the company;
- Work in partnership with customers, suppliers, associations, Government Authorities and any other agencies to promote the environmentally safe handling and disposition of products and services;
- Acquire knowledge and technologies to improve the environmentally safe efficient use of products;
- Involve its employees in its environmental programs and keep them informed of its performance;
- Promote employee awareness of this policy and enhance their capabilities to implement this policy.

Managing Director,

Panicos Nicolaides

11/11/2023