

Health and Safety Policy

SYMETAL S.A. is committed to continually promoting Health & Safety for its employees as well as for its partners, including customers, suppliers, contractors and visitors.

Our main goal is “**No accident and no occupational illness**” and in order to achieve it:

- ▶ We are committed to strictly comply with the applicable **legislation** and to fully implement standards, Entity and Group-wide instructions and procedures regarding Health & Safety.
- ▶ We identify and assess Health & Safety **risks** throughout our processes. We implement preventive measures aiming to mitigate them.
- ▶ We report and investigate in depth all **incidents** (accidents & near misses), in order to implement appropriate corrective and preventive measures so as to avoid their reoccurrence.
- ▶ We **communicate** all Health & Safety issues to all stakeholders openly and with transparency.
- ▶ We acknowledge the importance of **peoples’ attitudes and behaviours** on Health & Safety and we provide on-going information and training to personnel and business partners to support them in developing Health & Safety knowledge and skills.
- ▶ We encourage the **active participation** of all employees - regardless of grade and role - and business partners in initiatives to improve Health & Safety performance.
- ▶ We ensure that promotion of Health & Safety is integrated as a key element in all **management processes** as well as our corporate culture.
- ▶ We show **zero tolerance** to violation of agreed H&S rules to all our employees and partners
- ▶ We are committed to the **continuous improvement** of our Health & Safety performance, as well as our Health & Safety Management Systems’ operation and impact.

14 January 2017

General Manager
Konstantinos Kontos