

## Environment, Health, Safety and Sustainability Policy

Specifar SA is committed to business practices that promote socially and environmentally responsible economic growth. This commitment is based upon the following beliefs.

- Everyone has the right to a safe and healthy working environment.
- We earn the right to operate by being effective stewards of the environment.
- All injuries, incidents and environmental releases are preventable.
- Compliance with all applicable laws, regulations and other requirements that protect the environment, health and safety are fundamental to our corporate well-being.
- By striving for excellence in environment, health and safety and sustainability, we also protect, enhance and create business value for our organization.

These beliefs are consistent with our guiding values and form the foundation for our environment, health, safety and sustainability policy and our EHS management system.

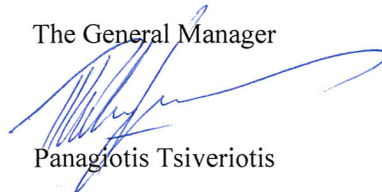
All Specifar SA employees as well as customers, contractors and visitors to Specifar SA owned and/or operated locations, are required to comply with this policy and actively support its implementation by:

- Taking personal responsibility for the safety and welfare for themselves and others as a condition of employment.
- Ensuring that they have the knowledge, tools and processes needed to perform their work safely and protect the environment.
- Following all company procedures and rules that protect the health and safety of individuals and the environment.
- Promptly reporting incidents and proactively correcting conditions and behaviors in the workplace that could harm individuals or the environment.
- Participating in our EHS program and contributing to its continuous improvement.

By doing so, you will help Specifar SA attain our long term goal of zero injuries, zero incidents and zero environmental releases, while reducing our use of natural resources.

Agia Varvara, 17th of January 2018

The General Manager



Panagiotis Tsiveriotis