

Sustainability Policy

Cenergy Holdings commits to operate in a way that creates progress towards the UN Sustainable Development Goals. Through this commitment, the Company seeks to help preserve the environmental, social and economic assets that are fundamental for society and important to our long-term value creation. Cenergy Holdings builds on the contribution of its employees and fully integrate sustainability in its strategy, business plans, operations, aiming to maximize its positive effect by engaging with all business partners.

Sustainability Policy of Cenergy Holdings is in accordance with the Company's values of reliability, integrity, accountability, quality, excellence, innovation, effectiveness and is determined by the Top Management, which is committed to the:

- implementation of the Sustainability Policy at all levels and in all the Company's operating entities,
- strict compliance with the legislation in force and full implementation of standards, policies, internal guidelines and procedures applied by the Company as well as other commitments, arising from voluntary agreements, countersigned and accepted by Corinth Pipeworks,
- two-way and open communication with all stakeholders in order to identify and record their needs and expectations,
- provision of a safe and healthy working environment for our people, partners and any third party involved,
- protection of human rights and provision of a work environment of equal opportunities, free from any discrimination,
- continuing efforts to reduce the environmental footprint, though implementing responsible actions and preventive measures in accordance with Best Available Techniques,
- cooperation and support of local society aiming to contribute to the sustainable development of the local communities in which we operate,
- continual pursuit of creating added value for the stakeholders.

Cenergy Holdings continuously strives to identify opportunities, risks, and improvement possibilities in the entire value chain from different perspectives, climate change, circular economy, resource management and respect for the environment and biodiversity.

In order to realize the aforementioned commitments, Cenergy Holdings voluntarily and responsibly has been planning and implementing the relative programs, while, at the same time, setting strategic priorities, which focus on the following areas of Sustainability of the Company:

Economic Growth and Corporate Governance

The Company aims to achieve positive financial results, implements a system of sound Corporate Governance, assesses and manages business risks in order to safeguard the interests of the stakeholders.

CENERGY Holdings commits to work against corruption and bribery in all their forms. The Company has zero tolerance for bribery, fraud, unfair competition and other types of inappropriate business behavior. CENERGY Holdings pledges to uphold sound business practices in its organization and to promote such practices amongst its business partners.

Marketplace

CENERGY Holdings provides solutions and knowledge to the customers and business partners, supporting them to reach their sustainability ambitions directly and indirectly via industry initiatives to improve their sustainability performance. The Company commits to meet society's current and future needs by seeking to provide low-carbon, circular and safe products with production operations that respect its employees, social partners and the environment.

Human Resources – Occupational Health and Safety

CENERGY Holdings commits to safeguarding labor and human rights, to promote safe working conditions, mental health and well-being, and giving its employees good learning and development opportunities in their work.

The Company commits to treating all people with respect, to working against discrimination and harassment in all its forms

Sustainability and more specifically environmental, social and governance issues, have many challenges, risks and opportunities in constant development. CENERGY Holdings is committed to report on sustainability policies, targets and progress made and to engage with all stakeholders across the value chain to better understand how they can continuously improve their sustainability performance and contribute to a more sustainable world.

Accountability and responsibility to act in a socially responsible and sustainable manner is everyone's responsibility at CENERGY Holdings. Responsibility for the implementation of this Policy lies with the most senior executive responsible of the Company.

and to being an inclusive organization, which respects individual characteristics such as gender, age, sexual orientation, nationality, religious and political beliefs. CENERGY Holdings strives to develop its employees to their fullest and to attract new talent in order to create a diverse and inclusive workforce with the right competencies.

Environment – Climate Change

Concerning environmental management, CENERGY Holdings applies the principle of prevention and takes systematic steps to minimize its environmental footprint.

CENERGY Holdings commits to take action to combat climate change, as well as preserving natural resources that the Company rely on, promote recycling and circular economy to create more sustainable consumption and production, while at the same time seeking to maximize the utilization of secondary raw materials.

Local Community

The Company stands by the side of its local community and responds with sensitivity to matters of its concern building up a close relationship based on dialogue and cooperation. The Company designs and implements actions to meet the fundamental needs of society in terms of employment, development, education, health, environment and culture. It encourages volunteerism and supports initiatives, in order to develop the local community.

For CENERGY Holdings

A. Alexiou
CEO