

Policy

The Management of DEVELP A.T.E. is committed to satisfying the statutory and regulatory requirements of its interested parties, through the establishment of a single Integrated Management System for Quality, Environment and Occupational Health and Safety (OHS), Anti-Bribery, Road Safety, Energy Management and Business Continuity. It is also committed to the continual improvement of the company's capability and to production carried out with effectiveness and efficiency, while confirming that all company personnel involved understand these requirements (to the extent that each individual is involved).

Our objectives are:

- The promotion of equal opportunity, equal treatment and non-discrimination, and of transparency.
- Securing the resources required for the effective operation of the integrated system.
- The assignment of activities and the assurance of effective internal and external communication.
- The continual information and training of personnel and their encouragement to participate actively in the improvement of the working environment, as well as in actions concerning environmental protection, energy upgrading, OHS, road safety, business continuity and the fight against bribery within its field of activity.
- Commitment to the limitation of risks and the reduction of threats.
- The conduct of reviews of the integrated system and the taking and supporting of the implementation of decisions on improvement actions.
- The continual reduction of errors and omissions.
- The monitoring of developments / requirements at market, legislative and scientific level.
- The communication and transfer of know-how among the company's personnel.
- The continual improvement of the System, guided by the needs of society, the requirements of the market and the experience passed on from the projects undertaken.
- The thorough review and understanding of contracts.
- The planning of projects with a view to the timely and safe completion of the works.
- The promotion of open dialogue and of information for interested parties.
- The improvement of the services it provides to clients / beneficiaries / interested parties.
- The reduction of complaints from clients and interested parties.
- The improvement of the satisfaction of clients and interested parties.
- Sound public financial management.
- Compliance with national and international rules.
- Compliance with the rules of environmental and energy management.
- Compliance with the legislative requirements for OHS and road safety,

- Compliance with the legislative requirements on bribery.
- The development and implementation of environmental and energy actions for the benefit of Society.
- The systematic identification, assessment and control of environmental impacts.
- The minimisation and rational management of the waste produced and the continual effort to increase the waste sent for recycling, as well as the rational management of natural resources.
- Compliance with the rules of competition.
- The continual response to the requirements of the Market relating to the quality of the projects produced and their environmental management, to external providers, to the members of the Company and to society as a whole.
- The information and awareness-raising on matters of OHS, road safety and bribery among clients, subcontractors, suppliers and partners.
- The design and operation of the facilities taking into account the protection of the health and safety of employees, the efficiency of the infrastructure and facilities, and business continuity.
- The assurance of the best OHS conditions that can be achieved with the available technical and financial means.
- The prevention of occupational and road accidents and of occupational diseases.
- The identification, assessment and minimisation of the risks to OHS and road safety associated with the activities of the business.
- The integration of the fight against bribery into the company's business strategy.
- The strict observance of the Code of Conduct by the company, its external partners, its providers and the interested parties.
- The cultivation and establishment of an organisational culture of integrity, which governs every activity of the company and of its partners.
- The assurance of zero tolerance on matters of bribery and the continual encouragement of personnel to report any incidents and concerns, while safeguarding them against any retaliation.
- The full satisfaction of the requirements of the interested parties through the continual monitoring of technological developments
- Full compliance with the requirements of the standards ISO 9001:2015, ISO 14001:2015, ISO 45001:2018, ISO 37001:2025, ISO 39001:2012, ISO 50001:2018 and ISO 22301:2019.

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Policy of the Management System for Quality, Environment, Occupational Health and Safety, Energy, Road Safety, Business Continuity and Anti-Bribery

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