

HEALTH, SAFETY, ENVIRONMENT & SUSTAINABLE DEVELOPMENT POLICY

Hellenic Petroleum S.A. as a pioneer energy organization conducts its business activities giving priority to the Health and Safety of its staff, partners, and neighbors as well as to the Protection of the Environment.

Our goal is the safe and accident-free, economically sustainable operation, with respect to the Environment and society, compatible with the principles of sustainable development.

The key pillars of our strategy are

- The compliance with **current legislation, International codes and Best Available Techniques.**
- The lifelong training of our **workforce** in Health, Safety and Environment issues.
- The implementation of international **HSE management systems** in all our activities and the strict compliance with our **environmental permits.**
- The cooperation with **competent organizations** to achieve the Greek and EU objectives related to energy policy.

We guarantee Health & Safety in the Workplace

- We **identify** risks and work towards elimination or maximum limitation of them and their consequences.
- We **investigate** all incidents and near misses, and take all **necessary actions** to avoid their recurrence.
- We **study** possible scenarios and consequences of major accidents and take relevant prevention and mitigation measures to limit their consequences, in cooperation with the authorities.

Protecting the Environment is of primary importance

- We tackle the global **challenge of climate change by continuously improving our energy efficiency and energy saving performance;** we produce environmentally friendly products; we manage resources in a sustainable manner; we reduce **emissions;** we monitor and improve **air quality;** we invest in **renewable energy sources** and implement actions for **conservation of biodiversity.**

We recognize the contribution of our stakeholders to Sustainable Development

- We encourage our **business partners** to implement Sustainable Development practices, monitor their performance and check their compliance with the current legislation.
- We satisfy our **customers'** requirements, providing information on the quality of our products, rational use and disposal.
- We maintain **open communication with society at large,** take voluntary initiatives and implement Corporate Social Responsibility (CSR) programs in Greece and abroad, with priority given to areas where our business activities are carried out.

Our commitment: continuous updating, development and improvement

- We establish **relevant key performance indicators (KPIs);** systematically evaluate them aiming at their continuous improvement and we make them available to the public.

This policy is an **integral part** of our operations and binding to **all Hellenic Petroleum employees.** It is available to the public and subject to periodic reviews aiming at continuous improvement in Safety, Health, Environment and Sustainable Development.



G. Stergioulis
Chief Executive Officer

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