



**Hellenic Aerospace Industry S.A. (HAI)** operates with its main mission to actively serve the needs of the Hellenic Armed Forces and, especially, those of the Hellenic Air Force. Besides, it has developed an extroverted business strategy, by participating at international aeronautical projects and partnering with the soundest Companies of its sector.

Having a thorough awareness of its responsibilities for the personnel's Health & Safety, HAI has adopted the application of the following policy, which is based on continuous improvement and full compliance with all valid regulations and legal requirements:

- Assures and protects Health & Safety of everyone (not only HAI's employees, but also any other person's working in / for HAI's facilities)
- Looks after the elimination of those factors which could possibly lead to work accidents or/and personnel's illnesses.
- Complies with the standards and the requirements of the basic law ruling occupational Health & Safety (Greek Law 3850/2010), whose aim is to provide a safe working environment for all employees.
- Develops and applies Health & Safety projects derived from the «Safety Manual» and the "Study for the Evaluation of Occupational Risk".
- Estimates all possible risks that may arise from the execution of works and operations conducted by HAI's Personnel and its subcontractors.
- Makes efforts to minimize the probability of risk occurrence and its impact, by taking all applicable measures for prevention and suppression.
- Detects all hazardous activities and provides additional instructions for preventing risks (i.e specific instructions on the use of special equipment, personal protection equipment (P.P.E's), handling of special means- tools etc.)
- Develops programs promoting Health & Safety such as: preventive tests, swapping of employees in different working areas, provision of P.P.E's, all aiming at the reassurance of a continuous risk minimization.
- Provides all required resources, installed equipment / machinery, in order to guarantee for the employees' Health & Safety.
- Conducts internal audits for the acknowledgement of non-compliances, the detection of risks and the pursuit of methods for their avoidance or even elimination.
- Participates at the investigation of work accidents of different categories for the detection of their causes, and hence, the concurrent suggestion for taking appropriate measures and following their status of implementation, so as to avoid similar accidents / incidents.
- Pursuits for active employees' participation at the avoidance of any kind of accident, while focusing on the safe guarding of safety rules and on the application of safe working practices.
- Accommodates cooperation with HAI's Training Center on the initial training to new hires, and, the continuous provision of personnel's training in the issues of Health & Safety.

HAI's Health & Safety Policy has been established by the Top Management and is being reviewed, revised and updated by the Health, Safety & Environment Directorate in the context of the implementation of occupational law and the audits' performance by the Authorities in charge.