

## HEALTH AND SAFETY POLICY

Mellon Technologies, aiming at its operation in full compliance with the health and safety legislation and working environment requirements, implements a Health and Safety management system as part of an Integrated Management System, in accordance with the ISO 45001:2018 Standard with the following scope:

*“Trade, Distribution, Design, Development, Services, and Technical Support of IT Systems (SW/HW), Communication and Electronic Security Services in PCI and Non-PCI environments, Provision of Business Process Outsourcing Services related to Human Resources and Electronic Document Processing, Provision of Consulting and Informational Services, IT Services and Training, Provision of Services: Market Research, Product and Service Promotion, Support/Service of Customers- Systems- Processes via Alternative Communication Channels (including Call Center, Web, Cloud, Chat BOT, Social Media Applications, Electronic Messaging Applications), in PCI and Non-PCI environment, Provision of Security Services.”*

The Top Management of Mellon Technologies commits to:

- continuously improve the Health & Safety through the Integrated Management System overall, and the performance of the company on the field of Occupational Health and Safety.
- prevent accidents or near misses from its operation.
- adopt practices that ensure a safe working environment with respect to human protection, values and integrity
- continuously improve the efficiency of the Health & Safety within the Integrated Management System
- comply with the requirements related to the Health and Safety on working areas

At the same time, the company identifies and evaluates all risks related to the operation of the company, in order to identify in a timely manner all possible situations that may prevent it from achieving its goals and to take timely management measures.

The most commonly identified risks for the health or safety of the personnel of Mellon Technologies, are related to their sitting position, the use of screens, psychological dangers such as work stress and pressure and biological threats stemming from the working environment.

The Management sets a series of objectives for the whole range of the company services and have as basic criterion the improvement of its performance on Health and Safety. In order to set objectives, the company

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applies a specific methodology based on defining its operating framework through which, its strengths and weaknesses are identified as well as the threats and opportunities arising from external factors.

During the annual Review, the Management evaluates the degree of the objectives achievement and sets new ones for the next year. In addition, the company identifies the stakeholders affected by its business and their needs and expectations.

The Health and Safety Policy is reviewed annually during management review, in order to ensure its suitability.

The Health and Safety Policy is available to every interested party.

The Managing Director