

INTEGRATED MANAGEMENT POLICY: QUALITY, ENVIRONMENT, OCCUPATIONAL HEALTH & SAFETY

MISSIRIAN S.A. implements a documented Management System in accordance with the international standards **ISO 9001**, **ISO 14001**, and **ISO 45001**. This Management System covers all company activities that influence product quality, involve environmental aspects, and entail occupational health and safety risks. These activities include the control of production, purchasing, storage, processing, and sale of tobacco in leaves.

The primary objective of the Management System is to achieve **a consistent and uniform product**, with characteristics fully aligned with **customer requirements**. Furthermore, the company ensures that its products are produced in a way that **respects both the environment and the human factor** involved in all processes.

The company's Management is fully committed to providing all necessary resources for the uninterrupted and effective operation of the Management System to achieve the following objectives:

- **Full compliance** with all applicable legal and regulatory requirements, as well as any other relevant obligations, with particular emphasis on the **Corporate Social Responsibility Program**, which covers the entire chain of production, trade, and distribution of the company's products.
- **Establishment and continuous promotion** of the **Good Agricultural Practices Program** among Greek tobacco producers, aiming at the proper, safe, and sustainable continuation of tobacco cultivation.
- **Complete customer satisfaction**, by supplying products directly or through third parties **exclusively to legally operating cigarette manufacturers**, thereby ensuring long-term cooperation and contributing to the fight against the **illegal tobacco trade**.
- **Establishment and continuous monitoring of processes**, so that through their consistent application and improvement the company achieves:
 - the agreed level of product quality,
 - control and reduction of environmental impacts,
 - protection and promotion of health and safety at work, and
 - prevention of occupational accidents and diseases.
- **Prevention of environmental pollution**, through control measures and implementation of programs aimed at reducing environmental impacts and ensuring the rational management of natural resources.
- **Protection and promotion of occupational health and safety**, as well as the **satisfaction of company personnel**, through the provision of a safe, creative, and pleasant working environment.
- **Facilitation of consultation and participation of employees** in decision-making processes related to the Occupational Health and Safety Management System.
- **Continuous training of personnel** in modern working methods, to support the adoption of new technologies across all company activities and their integration into the management system.
- **Commitment to continuous improvement** in all fields and systematic monitoring of progress.

President & CEO - May 17, 2023

Nikolaos Tzoumas