

## ETHICS POLICY

Through this Policy, Top management of **ISOPIPE S.A.** declares as governing values throughout its overall function, in line with SMETA 6.1:2019:

**ISOPIPE** The Freely Chosen Employment.

**ISOPIPE** The Freedom of Association.

**ISOPIPE** The Occupational Health and Safety excellence.

**ISOPIPE** The prohibition of Child Labour.

**ISOPIPE** The provision of wages and benefits sufficient to meet a decent standard of living for the personnel.

**ISOPIPE** The compliance with applicable laws, collective bargaining agreements (where applicable) and industry standards on working hours, breaks and public holidays.

**ISOPIPE** The prohibition of any discrimination in hiring, remuneration, access to training, promotion, termination or retirement based on race, national or territorial or social origin, caste, birth, religion, disability, gender, sexual orientation, family responsibilities, marital status, union membership, political opinions, age or any other condition.

**ISOPIPE** The treatment of all personnel with dignity and respect.

Top management of **ISOPIPE S.A.** encourages product suppliers and service providers to demonstrate a commitment to improved ethics awareness.

**Athens 27/03/2025**

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**Ath. Tzanos**

General Manager