



QUALITY POLICY

The quality policy followed by the companies NIK.DASTERIDIS SA (MFG) and DASTERI SYSTEMS S.A. is defined and issued by the Senior Management.

One fundamental principle and commitment of these companies, as well as their corporate managers, is providing their customers with services, which fully meet their conventional needs and the standards, complying with the corresponding legislative and regulatory provisions and finally, achieving all the quality objectives set by these companies.

In order to succeed the aforementioned, the administration of the companies NIK. DASTERIDIS SA (MFG) and DASTERI SYSTEMS SA

- Implements the Quality Management System (QMS), according to International Standards ELOT EN ISO 9001:2015 and IATF 16949: 2016, which include all the actions having an impact on the quality of its products/services and the satisfaction of its customers.
- Systematically reviews and constantly improves the characteristics of their products/services, where feasible, as well as the effectiveness of their processes and, by extension, of the whole QMS.
- Is in constant touch with their customers and considers, as well as evaluates their claims, thus forming an integral part within the scope of the QMS.
- Sets measurable and objective targets referring to quality, not only at business and operational level in accordance with QMS. These targets are established and evaluated based on the degree of their achievement, in the context of reviewing QMS conducted by the companies' Senior Management
- Offers all the resources needed for the smooth, efficient and effective operation of every department in these companies.
- Invests on ;constant training, information and education of its corporate managers, in order to promote quality in each of their activities.
- Watches, measures and assess all the crucial parameters and Processes, in order constant development to be succeeded.

Aiming to constant development, the companies NIK.DASTERIDIS SA (MFG) and DASTERI SYSTEMS SA establish a common vision of development of all their partners, recognizing and rewarding not only team work, but also individual effort and investing to people, with respect to the customer.

A.2 ENVIRONMENTAL POLICY

The enterprise DASTERI SYSTEMS SA has successfully implemented the Quality Management System since 1995, based on Standard EN ISO 9001, thus ensuring high-level performance in every stage of design, production and movement of its products.

The company DASTERI SYSTEMS SA is in line with the tendencies and requirements of modern entrepreneurship and at the same time, it acknowledges how important it is to protect the environment and prevent pollution. The decision to adopt the Environmental Management System, following the requirements of Standard ISO 14001 – 2015, was taken by the Administration of DASTERI SYSTEMS SA, in the light of the constant improvement of the environmental performance during the lifetime of its products, the acceptance of the responsibilities towards community and natural environment and the conversion of the sustainability principles into deeds, through its daily function.

The Administration of DASTERI SYSTEMS SA undertakes the following commitments:

- The design, the productive process and the company's general function will fully comply with the legislative demands having environmental content under national and community law.
- The company will offer training to its entire staff on topics, which refer to rational management of resources, proper environmental practices and the prevention of environmental pollution. It will also strengthen the involvement of all members of its human resources in the implementation of the Environmental Management System.
- The company will implement practices, know-how and methods, aiming at the minimization or elimination of the consequences created by its function to the environment, as well as the constant improvement of its environmental performance.
- The processes followed in the Environmental Management System and environmental objectives are designed based on the strategic operational context of DASTERI SYSTEMS SA and are fully incorporated in the company's daily activity.
- Through the Environmental Management System, the company will design, implement, review and substantiate action plans, in order to constantly improve its environmental performance.
- Environmental criteria and practices in the commission of materials and services will be adopted and preferred, where feasible.

- The company will provide all the necessary funds for its human resources, material-technical infrastructure, organization and economical support, in order to the Environmental Management System to be constantly effective.

The Administration of the company DASTERI SYSTEMS SA endorses the Environmental Policy and it disposes it to all the company's levels, as well as to all parties interested in this regard.

OCCUPATIONAL HEALTH AND SAFETY POLICY

DASTERI SYSTEMS SA undertakes to carry all those actions needed for the amelioration of health and safety conditions, in order to ensure that workers' life and health is protected, including suppliers, subcontractors

and visitors at the laboratory of the Company, as well as at the site for the replacement of street lamps, as defined by the current Provisions of the Greek and European Law.

The activities of the company, which constitute part of the objective of Occupational Health and Safety System, are:

- Designing, producing and trading electrical and lighting elements in vehicles, signaling elements in roads and lighting products for the interior- exterior
- Installing and maintaining lighting equipment.

The Administration of DASTERI SYSTEMS SA undertakes the following commitments:


- Maintaining and monitoring the safe function of means, equipment and facilities.
- Assessing risks and receiving all the necessary measures for their control, for the elimination of Occupational Health and Safety dangers and the minimization of risks.
- Establishing programs of preventative actions and programs for the amelioration of working conditions.
- Respecting legislative requirements and complying with all the remaining requirements that are related to Occupational Health and Safety
- Open and clear communication, as well as constant and proper training of the workers, regarding all matters that refer to health and safety
- Constant improvement of the Occupational Health and Safety Management System and disposition of all the necessary funds

- Consulting of employees without any limitations and barriers, and securing their active participation in the achievement of a safe and healthy workplace.

The company's ultimate purpose is the execution of all works by following the best standards for quality and time, without having any accident or incident that could harm human health, and by minimizing the number of near accidents. Our workers' health and safety is a consideration for everyone, who participates in the company's activities and it mostly depends on us. In order to reduce the risk of its activities, the company is based on the idea of preventing the creation of dangerous situations.

The company's policy regarding workers' health and safety was implemented by all workers at all levels of the enterprise.

Vasilis Dasteridis
CEO

A handwritten signature in blue ink, consisting of a large, stylized initial 'V' followed by a vertical line and a small flourish at the bottom.