

## **VIS S.A. SOCIAL RESPONSIBILITY POLICY**

VIS A.E. has a long-term presence in the corrugated paperboard industry and its commitment to the social responsibility and sensitivity is very well established. Using a multi-parametrical system of human and material resources management, manages to provide a protective shield to all its employees, and therefore to the local community, in an extremely competitive sector. The basic factors of VIS policy in this aspect are as such:

- Health and Security of employees
- Environmental protection
- Human Resources Management
- Respect of human rights

Human health and safety are an everyday occupation for the managers of VIS in charge. With continuous improvement and developments, its employees merit a respectful and secure working environment.

The protection of environment is a continuous effort, which targets to the elimination of environmental damages from production. The application of the environmental procedures is according to the Environmental Effects Study and the respective environmental Legislation, which guarantee the legitimate operation of the company and its compliance to the safety of the environment.

The human resource management is a number one target for the higher management of VIS S.A. In this field, the company covers all legal payment status and encourages the freedom of speech, thought and expression, providing the necessary background for the development of a workers union and the elimination of racism and social discrimination as well as the provision of equal treatment and equal opportunities. It is our policy to prohibit behaviors such as sexual and racial harassment or any other violent attitudes. In this way, the noble competition is encouraged significantly and all employees are inspired to act accordingly.

Above all, VIS S.A. after having comprehended the danger, the irresponsibility and the unsuitability of child labor, has issued as the most important criterion for job hiring, the documented age of the candidate, which eliminates the possibility of children to work in VIS premises. Nevertheless, even all efforts fail to prohibit the appearance of a child work incident, then, as a counter measure, the HR management will remove the specific employee from his working location, automatically.

Finally we would like to remind that our company is in an endless process to improve its social behavior by focusing and investing to human factor, delivering in this way high social standards.