

PLANET'S UPDATED POLICY

PLANET S.A. is engaging in consulting services, having set high goals at a comprehensive corporate, client, and social level concerning service quality, the environment, occupational health and safety, professional ethics, ethical behavior, information security, data protection, and business continuity.

The Management of the company is committed to:

- Complete client satisfaction needs.
- Provision of high-quality products and services, considering their environmental footprint and best practices on information security and business continuity.
- Compliance of products and services with applicable legal and regulatory requirements, including commitments arising from the conclusion of agreements with customers and legislation on the environment, health and safety, business continuity, and legislation to combat corruption.
- Compliance with the national and European legislation regarding data protection.
- Combating all kinds of corrupt professional conduct and any form of bribery.
- The elimination of hazards and reduction of occupational health and safety risks preventing work-related accidents and health problems, providing safe and healthy working conditions.
- Compliance with the requirements of the international standards ISO 9001:2015, ISO 14001:2015, ISO 27001:2013, ISO 27701:2019, ISO 45001:2018, ISO 37001:2016, and ISO 22301:2019

The above are achieved through:

- The definition, continuous monitoring, reviewing, and achievement of objectives, targets, and performance indicators for the Management Systems.
- Establishing and implementing environmental, information security risk mitigation, data protection impact assessments, and business continuity plans.
- The commitment to make available the required resources for continuously improving company activities.
- Ensuring the company's business continuity plans and capability are updated, realistic, and tested in the scope of an approved business continuity strategy.
- Developing and maintaining a modern technological working environment
- Ensuring the confidentiality, integrity, and availability of critical information by establishing a methodology for identifying, evaluating, and mitigating threats/risks.
- Ensuring data privacy by establishing a methodology for assessing the impact of data processing by design and by default.
- The prohibition of bribery.
- Adopting a Code of Conduct describes the ethical, honest, and upstanding behavior that the company expects from its employees and how it conducts business activities with its customers, suppliers, and partners.
- Encouragement to report suspicions of bribery, in good faith or based on good faith, confidentially, and without fear of retaliation.
- Defining the competence and independence of the Management Systems Coordinator.
- Establishing a Compliance and Investigation of Bribery Committee.
- Informing and encouraging company personnel to actively participate, on an individual and group level, in improving the working environment and in environmental protection actions in their field of activity.
- Cooperating flawlessly among Management and company personnel on the direction of continuous improvement.

- Establishing a robust and transparent data subject access request mechanism.
- Preventing pollution.
- The Management Systems' continuous improvement.
- The continuous effort to provide quality services aims to increase customer satisfaction and improve competitiveness.
- Promoting consultation and personnel representatives' participation in occupational health and safety issues.

The company's total commitments and the present Policy are verified daily through the practices adopted and applied according to the development and risk identification strategy of PLANET S.A.

The Policy's parameters on Quality, Environment, Health and Safety, Information Security, Data Privacy, Anti-Corruption, and Business Continuity Management Systems are reviewed annually during the Management Systems' Management Review.

At PLANET S.A., we are committed to consistently applying this Policy. We make efforts to ensure that communication channels are always available. For any concern, report, or complaint regarding this Policy, the interested parties can contact us via planet@planet.gr. Reports or complaints can be submitted anonymously, ensuring freedom of expression.