

Policy Statement

Sodexo (Cyprus) Ltd recognises that Quality, Health, Safety, Environmental (QHSE) Management and effective collaboration with stakeholders are integral to the successful delivery of quality-of-life services across all operational areas. Our commitment is not only to regulatory compliance and operational excellence but also to building and sustaining mutually beneficial relationships, in line with the principles of ISO 44001:2017.

We are committed to:

- Safeguarding the health, safety, and welfare of all employees, contractors, clients, and members of the public who may be affected by our operations.
- Protecting the environment through the prevention of pollution and responsible resource management.
- Ensuring that no work is undertaken—by the company or its contractors—that poses health, safety, or environmental risk without appropriate risk assessment and the implementation of adequate control measures.
- Promoting collaborative relationships with clients, subcontractors, suppliers, and other relevant stakeholders to create long-term value, manage shared risks, and achieve mutual objectives.

Sodexo (Cyprus) Ltd is committed to:

- Pursuing the highest standards of QHSE performance and ensuring ongoing compliance with Sodexo Group policies, relevant legislation, contractual obligations, and the requirements of ISO 9001, ISO 14001, ISO 45001, and ISO 44001.
 - Ensuring a safe working environment and safe systems of work, including safe access to and from all facilities under our responsibility.
 - Providing sufficient resources—personnel, equipment, training, and financial investment—to support the safe and effective delivery of services that meet or exceed customer expectations.
 - Ensuring that plant, equipment, and materials are maintained in a safe condition and used only by trained and competent personnel.
 - Managing hazardous substances in a way that minimises risk to people and the environment.
 - Ensuring that all employees are trained, informed, and supervised appropriately to carry out their tasks safely and competently.
 - Establishing and monitoring QHSE and collaborative performance through clear metrics, audits, inspections, and reviews.
 - Promoting open communication, transparency, and responsiveness to customer feedback and stakeholder expectations.
 - Monitoring and continually improving the company's health, safety, environmental, and collaborative performance.
 - Complying fully with applicable laws, regulations, and international conventions relevant to our operations.
 - Encouraging active employee participation and consultation in all matters related to QHSE and collaboration.
 - Engaging in social value initiatives that support the communities in which we operate.
 - Identifying, assessing, and managing business risks and opportunities, including those arising from collaborative relationships.

Sodexo (Cyprus) Ltd fosters a culture of mutual trust, transparency, and shared responsibility with our clients, subcontractors, suppliers, and other key stakeholders. We aim to:

- Develop and maintain structured and value-driven partnerships through clearly defined roles, joint objectives, and continuous engagement.
- Manage interdependent risks and shared performance targets through collaboration and coordinated action.
- Promote open communication and joint problem-solving to enhance service delivery and business resilience.
- Ensure that all collaborative relationships are aligned with our ethical principles, QHSE standards, and corporate values.

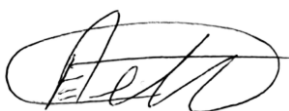
The success of this policy relies on the commitment of all employees, who are expected to:

- Take reasonable precautions to protect their own health and safety, that of others, and the environment by following all relevant procedures.
- Cooperate fully with QHSE and collaboration initiatives.
- Promptly report all hazards, incidents, near misses, and unsafe conditions to management.
- Participate actively in training, consultation, and continuous improvement efforts.

This policy and its associated objectives will be:

- Communicated across all levels of the organisation and to relevant external stakeholders.
- Regularly reviewed through the management review process to ensure ongoing suitability, effectiveness, and alignment with the company's strategic direction.
- Revised where necessary to reflect changes in legislation, operational needs, stakeholder expectations, or business strategy.

This Integrated Policy Statement reflects Sodexo (Cyprus) Ltd's commitment to delivering excellence, protecting people and the planet, and fostering trusted partnerships through responsible and collaborative management



Tony Eleftheriou
Contract Director