

## ANTI-BRIBERY & CORRUPTION POLICY

**AS AUTOMATION SYSTEM HELLAS** is one of the leading companies in the field of **Plant Engineering, Industrial & Building Automation**.

The purpose of this policy is to outline the company's attitude against bribery and corruption, and to ensure compliance of both employees and associates with the company's culture and applicable law so that all its operations are conducted legally and honestly. For this reason:

- It is our principle for our operations to be legal, ethical, and with integrity and reliability. We consider all practices of bribery and corruption to be unacceptable and we have zero tolerance for them.
- We require all our employees and associates to comply with the anti-bribery and corruption policy, to be impartial, and to act professionally, respecting any business activity.
- We have developed a system, so all our business and financial records fairly and accurately reflect each transaction to prevent their use for illegal practices.
- Training new employees to act in accordance with this policy is an integral part of the company integration process and they are notified upon their recruitment.
- All our employees are responsible for the successful implementation of this policy and are encouraged to report any suspicions of bribery and corruption.
- Failure to comply with this policy, either intentionally or unintentionally, may result in disciplinary and criminal prosecution under Greek law.

By making all the involved parties put into practice the values of our company and acting with honesty, impartiality, and integrity, we will continue to make AS AUTOMATION SYSTEM HELLAS a company of which we can be proud.

Management is committed to complying with and periodically reviewing this policy.

**Thessaloniki, 19.05.2022**

**On behalf of the Management**



**George Petrakis**  
**Managing Director**