



## CODE OF CONDUCT

The Code of Conduct (hereinafter "the Code") reflects the fundamental values and ethical rules that ensure that all activities of SPACE HELLAS and its subsidiaries are governed by the principles of honesty, transparency, integrity and fair competition, with respect for society, human rights and environment.

All business carried out by or on behalf of SPACE HELLAS should always be conducted in accordance with the Code and in compliance with the legal framework of the country of business.

SPACE HELLAS is committed to the highest ethical and professional conduct and to this end the company, its employees and partners uphold and comply with the following principles:

- to comply with the legal framework governing the company's activities and this Code when carrying out their daily activities.
- to act with honesty and integrity, beyond any personal gain, and with a view to fair competition and fair business practices in all business relationships.
- to act responsibly and accept responsibility in making decisions consistent with the safety, health and welfare, in accordance with the applicable legislation in force.
- to maintain and improve its proficiency and quality of the provided services.
- to perform its work with respect, diligence and responsibility.
- to apply the knowledge, skills and experience needed in the performance of work.
- to avoid injuring others, their property, reputation or employment by false or malicious action.
- to treat all persons equally and fairly with respect for human dignity and diversity avoiding acts of discrimination.
- to reject bribery in all its forms (active and passive) and demonstrate zero tolerance of corruption.
- to respect the value and ownership of information received and not disclose such information without proper authorization and in accordance with the General Data Protection Regulation (EU) 2016/679.
- to be aware of and comply with the company's information systems policy and exhibit the highest level of professional objectivity in gathering, evaluating and communicating information.
- to freely notify the company of any violation of the Code that may have come to their attention.
- the company's financial reporting is conducted in accordance with international accounting standards and transparency is pursued and ensured in accordance with the applicable legislation in force.



The Code, and any amendments thereto, is approved by the Company's Board of Directors and is posted on its website ([www.space.gr](http://www.space.gr)), where it is available to all employees of the Company and to any interested legal or natural person.

