	IMS	CODE: F.01.09
	Health and Safety Policy	VERSION: 01
AUTHOR: QUALITY AWARD	VERSION DATE: 10/03/2025	APPROVED BY: SMART NS

SMART NS, recognizes the critical importance of health and safety in the workplace and is committed to maintaining high standards across all its operations. The company has implemented an effective Health and Safety Management System, aiming to ensure safe working conditions in all workplaces. It applies systematic procedures that examine the “context” of occupational hazards considering:

- identified risks,
- opportunities for improvement and
- legal and other requirements.

SMART NS regularly evaluates the performance of the system and takes appropriate corrective and preventative actions to drive continuous improvement. The organization ensures the active participation of employees in occupational safety issues.

SMART NS is committed to fully comply with the applicable Greek and European Legislation on health and safety in the workplace. The company has obtained all the necessary permits and approvals required by the legislation that governs its activities and is in full alignment with the regulatory limits and obligations it must respect.

This system applies to all company operations and is specifically focused on:


COMPUTER SYSTEMS MANAGEMENT SERVICES

In order to ensure the H&S conditions of the company, SMART NS has developed and is committed to continuously improving the H&S System across all company operations. This system applies to all personnel, including associates working on behalf of the company and visitors. In order to fulfill these commitments, the company's Top Management ensures the provision of all necessary resources - including appropriate equipment, training and qualified personnel - by making the required strategic investments. The company's H&S Policy focuses on achieving the following objectives, to the maximum extent possible:

- It facilitates the management of risks related to its business activity
- It organizes the company's activities in the direction of continuous improvement of H&S conditions.

In addition, all safety parameters are managed based on the risks arising during the company's operations. SMART NS has implemented a complete Safety & Prevention System for Accidents and Occupational Diseases, as well as Emergency Management and Incident Reporting.

SMART NS continuously evaluates and improves its overall performance in terms of H&S conditions across all its premises. This is achieved by the development and implementation of regular control and inspection programs to meet the H&S Objectives and Targets of the company in a defined timeline. The system adopts structured internal rules for controlling H&S conditions in the company aimed at systematically inspecting all supervision mechanisms, equipment in use and adopted procedures.

	IMS	CODE: F.01.09
	Health and Safety Policy	VERSION: 01
AUTHOR: QUALITY AWARD	VERSION DATE: 10/03/2025	APPROVED BY: SMART NS

These inspections are conducted to ensure the effectiveness of all measures and to drive continuous improvement in occupational risk management and workplace safety.

All actions undertaken by SMART NS are fully aligned with its Health and Safety Policy, which, along with its control procedures and objectives, is:

- Communicated to all personnel and relevant partners
- Publicly shared, ensuring transparency and accountability

SMART NS ensures that:

- Employees at all levels understand and acquire responsibility operating in accordance with the commitments of this policy.
- Continuous training and motivation are provided to enhance employee awareness and commitment to safety.
- Internal regulations promote a culture of prevention and accountability.

Finally, as part of SMART NS's commitment to the continuous improvement of its health and safety conditions, the company actively fosters cooperation with all relevant competent authorities and social bodies. At the same time, the company promotes open dialogue and transparent public communication regarding its practices and objectives, in a spirit of sincerity and mutual respect.



Panagiotis Chiras
Managing Partners