



## **BUSINESS CODE OF CONDUCT**

### **1. Sustainable Development**

I.B.S. Refreshment and Plastics Industry SA realizes that we are operating in a rapidly changing world with quite high uncertainty. Technological advances, planetary crises and shifting societal norms are transforming our world. To face these challenges, we have to continuously update knowledge, achieve proper skills, invest in advanced equipment and take care for responsible use of natural resources.

I.B.S. aims to balance the needs of the economy, environment, and social well-being. We chose to be a customer-oriented organization, providing products and services that cover real market needs, satisfy our customers and consumers and lead the company to economic growth.

At I.B.S we pay attention to new scientific data on potential environmental impacts of our sectors. We comply with environmental legislation and follow Industry guidelines about natural resources efficient use, waste reduction and proper waste management through circular economy.

We consider our employees as the cornerstone of the company's development and progress. We feel the obligation to create a healthy and creative workplace environment.

We work and promote business ethics based on the values of responsibility, transparency, integrity, consistency and efficiency, with respect to people and environment.

### **2. Commitment to Performance**

We are driven by commitment to performance, to deliver high quality results, building trust and developing long-term relationships with all our business partners.

We are continuously developing our expertise by leveraging organizational learning, innovative thinking and teamwork

We are continuously investing in advanced industrial equipment for excellent and sustainable output.

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#### **I.B.S Refreshment and Plastics Industry SA**

Address: 5-7 Schinon str., 13677 Acharnes, Greece, [www.ibs.com.gr](http://www.ibs.com.gr)

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### **3.Business Integrity**

At IBS, we promote professionalism and integrity in our organization. We believe that upholding ethical standards, we create a positive work environment that fosters a culture of integrity and accountability.

We are committed to combating corruption, money laundering, bribery or other unethical business activities.

We do not receive or offer directly or indirect bribes or other inappropriate benefits for business or financial benefit. No employee of the company is allowed to give or receive any gift or payment that is or may be perceived as a bribe. Any claim or offer of a bribe must be immediately rejected and reported to the management.

We are not involved in illegal competition activities. We follow fair commercial market principles and merits.

We make sponsorships and donations in full transparency and compliance with legislation, for social, humanitarian, cultural or environmental purposes.

All corporate data are recorded and reported accurately and validly. They describe and transparently show the nature of the underlying transactions.

### **4. Social responsibility**

We consider I.B.S as a cell of the social organism. We are dedicated to keeping it healthy and active for the benefit of all: stakeholders, personnel, collaborators, the society in which we operate.

We are continuously working to ensure a safe and healthy workplace for all : our employees, business partners, visitors.

We systematically conduct workplace risk assessments, identifying potential hazards and implement measures to prevent accidents and occupational diseases.

All employees are required to be familiar with safety regulations and strictly follow them. The company provides them with necessary training and protective means.

We care that all our people feel comfortable and creative while working. So, it is important to offer all of them respect and equal opportunities. We recruit and treat them without any discrimination in terms of race, gender, religion, nationality, age, sexual orientation, membership in unions, political belief, special needs, social and

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economic status. In addition, our employees must not be involved in bullying, violence or other harassment against their colleagues. All employees are free to report to management any negative incident. Complaints can be submitted anonymously. All complaints are investigated thoroughly and discreetly by senior executives.

We are committed to providing products and services that consistently offer high value for money to our customers and the consumers, and they are safe to use for the intended purpose. Marking/labelling and advertising of the company's products and services are carried out with accuracy and legislation compliance.

## **5. Protection of Environment**

We are accredited and act according to ISO14001 -Environmental Management System Standard.

We regularly monitor, review for improvements our environmental performance, placing emphasis to efficient use of natural resources and minimize our carbon footprint.

## **6. Information management**

We respect confidential information shared with business partners and thus we do not make it available to third parties or use it illegally.

Personal and business data are protected from unauthorized access, loss or manipulation.

We respect copyright laws, and we always manage the assets of our Business Partners in a responsible manner.

## **7. Compliance with law**

We comply with the laws and regulations of the state that apply to our activity, we adopt the relative standards and apply the best practices that arise from them.

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