

## **Quality Policy**

**Polaris Consulting Engineers P.C.** provides services and goods to various sectors in Marine Industry, Laboratory services and supports Safe Work environment in the Marine field and wherever else requested.

Essential for the performance of these activities are several internal support functions that have been developed to maintain the quality standards as defined by Management, while Laboratory is committed to following them as well as those defined in ISO 17025:2017 and the Laboratory MSM.

Top Management is committed to ensuring that all employees are familiar with the quality incentives and requirements set forth in the Quality Manual, enabling the organization to achieve the desired quality goals.

To accomplish this goal, Polaris commits to constantly provide services that meet or exceed the requirements, expectations and satisfaction of our customers, following all national and international obligations.

All employees shall comply with the requirements of the company's QMS which has been composed in accordance with ISO 9001:2015 requirements, and is continuously reviewed and improved. To accomplish this, Top Management is committed to offering all the necessary resources for the correct implementation of the constantly updated Company's Policy.

In respect of Quality Management matters, the Top Management and the Quality Dpt have the responsibility to take whatever measures are considered necessary to Implement and achieve the quality policy goals identified herein.

This policy statement will be displayed in prominent places throughout the organization so that every employee shall have a clear understanding of the policy requirements and their required support and commitment.

## **Code of Conduct**

The Scope of this Code of Conduct is a consequence of Polaris Consulting Engineers P.C. commitment to upholding the highest standards of ethics and integrity throughout its business activities and relationships. It reflects the corporate framework and the ethical standards to which its management and employees are committed, as well as the expectations from its suppliers.

Anyone who interacts for or behalf of Polaris Consulting Engineers P.C. is obliged to act following Polaris' Code of Conduct. The values and principles hereunder have been established and implemented in this respect and shared among all employees at all levels.

The Company's personnel must:

- Comply with all applicable laws and regulations on bribery and corruption of the countries we conduct business and other applicable national anti-bribery statutes and implementing rules and regulations.
- Act with integrity at all times when conducting the affairs of the company, and in general.
- Not be involved in any kind of harassment, abuse or discrimination of any kind and for any reason.
- Not conceal any identified unsafe act or event, which could affect human health or safety or the environment.
- In the event that an employee perceives such behaviour, is obliged to report it to the management.
- If a conflict of interest arises, it must be referred to the Management and any further action from the person involved must be avoid.
- If at any time Child Labour is found, it must be reported immediately.

Respect for Human Rights, diverse cultures, traditions, laws and regulations of the country in which we are located and the countries in which we do business is not optional.

**COMPOSED BY  
QUALITY MANAGER**

**Evita Stelaki**

**APPROVED BY  
GENERAL MANAGER**

**Kyriakos Karantzis**