



Declaration of Business Integrity and Ethics

We strongly believe that it is our ethical responsibility to exercise paramount Safety, Health and Economy in everything we design, consult and manage; it is a liability towards our clients and society we live. We are committed to active involvement in the development of excellence in professional practice and further on we consider that, by virtue of their training, engineers should be altruistic in nature, and have an obligation to contribute to the betterment of society.

ASAnastasiadis, ASA, implements and strives to maintain the highest standards of ethical conduct, business integrity, and engineering responsibility wherever we are involved through the application of the following core principles:

- ❖ *Compliance with the national and international standards, laws, regulations and industry recommendations as the minimum level of our performance.*
- ❖ *Conflicts of interest must be declared and suitable arrangements must be made in order to ensure that those with a material interest are not involved, nor developed, in the decision making process.*
- ❖ *Improper payments of any kind are not permitted and especially those one with political implications to obtain a business advantage.*
- ❖ *The management team has the responsibility to lead by example and to demonstrate the highest standards of integrity in carrying out their duties on behalf of the company and further to ensure that all employees, and affiliates are fully aware of the companies ethical and business integrity core value and practices. Any ethical issue must be dealt with in an efficient and transparent manner.*
- ❖ *Encourage practices to promote on merit without discrimination, and support an effectively communication between employees and shareholders mitigating any type of risk leading to an unethical behaviour.*
- ❖ *A well-being contribution to society, and specifically to the communities in which we work, along with the positive influence of our affiliates and strategic alliances to perform in highly integrity standards shall be promoted and shall be ensured.*

The Mangers' governance, monitoring and commitment to liability and loyalty to the clients, society and engineering community safeguard the whole process of the business integrity and ethics policy.

25th January 2017

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Dr. Anthimos S. ANASTASIADIS