



Social Compliance Policy

For MEGA Disposables S.A, entrepreneurship and social responsibility belong together.

Integrity is one of our main corporate values constituting the strong basis for our business. In this context, we fully obey the laws, we respect ethical values and we behave in a sustainable manner.

Our guiding belief is that corporate responsibility does not stop at the doors of the company. Therefore, our standards are also the yardstick for evaluating our partners. We believe that only companies based on values and ethical business behavior intact can ensure sustainable long-term economic success.

This policy contains a summary of our principles and our expectations regarding the moral integrity.

Our employment standards

Respect of human rights Mega Disposables S.A. respects and supports the abidance of the internationally recognized human rights.

Freedom of choice of employment Mega Disposables S.A. does not allow the forced or compulsory employment. The employees must have the freedom to proceed to termination of employment relations within a reasonable time notice.

Elimination of child labor Mega Disposables S.A. stands up for the effective abolition of child labor. Child labor is strictly prohibited.

Alcohol and prohibited drug substances Mega Disposables S.A. does not allow to its executives and employees the use of prohibited substances or the consumption of alcoholic drinks during working hours.

Human Treatment Mega Disposables S.A. treats its employees with respect and dignity. Physical or verbal insults or any other kind of harassment as well as any kind of threat or bullying, are prohibited.

Equal Opportunities Mega Disposables S.A. should ensure equal opportunities in employment and refrain from any kind of discrimination. Any act of employee discrimination based on gender, race, disability, national or ethnic origin, religion, age, sexual orientation or gender identity is prohibited. The decisions regarding the employment should be based on the qualifications, skills, performance and experience.

Freedom of association According to the applied regulation, Mega Disposables S.A. ensures that the employees can have an open dialogue regarding the working conditions without being afraid of facing negative consequences. Mega Disposables S.A. respects the freedom of association and the right to collective bargaining.

Equitable remuneration, working hours and social security contributions Mega Disposables S.A. proceeds to payments and social security contributions according to the main principles of collective agreements regarding the basic salary, the standing regulations for overtime employment and the legal restrictions for social security contributions. Working hours are in line with the standing laws.

Health and safety in the working environment Mega Disposables S.A. guarantees the security and health in the working environment within the framework of at least the national provisions and supports the constant improvement of working conditions. The labor is organized in a way that each employee is able to perform his/her duties with security and without jeopardizing his/her health. Besides health and security in the working environment, they take care of ergonomic issues and promotion of hygiene standards.

Our business relations

Avoidance of interest conflict Mega Disposables S.A. takes decisions based exclusively on objective facts and is not influenced by personal interests.

Prohibition of corruption- Bribe and other Inappropriate Payments Mega Disposables S.A. doesn't tolerate any practice of corruption and fights any form of it. All business practices and relationships are expected to be determined by the highest moral integrity. Corruption, bullying and abuse, of any kind, are prohibited. Mega Disposables S.A. does not accept any kind of bribe or graft.

Personal data protection Mega Disposables S.A. obeys all the standing laws regarding the personal data protection of employees, customers, suppliers and associates.

Legitimate and fair completion Mega Disposables S.A. ensures fair competition. The company complies with the laws which protect and promote the competition, and particularly the ones regarding the monopolies. The deals with competitors and other practices that block the functioning of the free market are prohibited.

Secure of professional secrecy Mega Disposables S.A. demands from its employees to protect the professional secrecy. The transmission, revelation to third parties or the provision, with any kind of means, of confidential information without prior written approval is not allowed.

Protection of Intellectual Property Mega Disposables S.A. respects the rights of intellectual property. The transmission of technology and technical know-how is conducted in a way that protects the rights of intellectual property.

Protection of assets Mega Disposables S.A. respects and protects every asset, fixed and enterprise resource which it uses.

Our responsibility for the environment & the security of products

Environmentally friendly production Mega Disposables S.A. is committed to the protection of the environment for today's and future generations. Further, it complies with all the standing laws and regulations, which constitute a primary concern.

Product safety and quality Mega Disposables S.A. is committed to developing high quality and safety products. All products should fulfill the conventionally defined quality standards, as well as the specifications of active and passive security, and be able to be used safely.

Ever since its founding in 1981 , Mega Disposables S.A. develops high standard products, based on a system of control and quality certification of products, which is consisted of the Internal QA System (constantly evolving, fully automated and transit) and the External Laboratories (collaboration with authorized laboratories and official organizations for certification of the products in the industry).

For Mega Disposables S.A., moral values do not constitute a choice, but a one-way street for our actions. We support the argument that no business agreement should jeopardize our company's reputation. We expect the same thing from our associates.

Our associates should act based on the agreed value standards. We encourage them to spread these values and obligations to their employees. They can also adopt more detailed regulations with higher demands regarding moral values and behavior.

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C. Vitouladitis



Chief Executive Officer