

Evalion Consulting Ltd. - Corporate Responsibility and Sustainability Policy

Evalion Consulting Ltd. is committed to ethical business conduct, environmental stewardship, and the well-being of its employees and stakeholders. Our policies are aligned with international standards, including certified management systems and the United Nations Sustainable Development Goals (SDGs), ensuring responsible practices across all areas of our business operations.

1. Health, Safety, and Wellbeing Policy

Evalion Consulting Ltd. is committed to providing a safe and healthy work environment that promotes the well-being of all employees. Our Health, Safety, and Wellbeing policy focuses on:

- **Safe Work Environment:** Ensuring that all workspaces meet health and safety regulations, conducting regular risk assessments, and implementing measures to prevent accidents.
- **Mental and Physical Wellbeing:** Promoting a healthy work-life balance, offering wellness programs, and providing access to mental health support services for all employees.
- **Emergency Response:** Establishing clear protocols for emergencies, including evacuation plans, first aid, and regular safety drills to ensure preparedness.

2. Education, Training, and Skill Development Policy

Evalion Consulting Ltd. is committed to fostering the growth and development of its employees by providing continuous education and skill development opportunities.

- **Employee Development:** Offer regular internal and external training programs to enhance employee skills and competencies.
- **Mandatory and Voluntary Training:** Training on core company practices, including environmental issues, health and safety, and ethical conduct, is mandatory for all employees, while additional development programs are offered on a voluntary basis.
- **Participation Rates:** The company actively monitors training participation rates, ensuring that the majority of employees engage in these programs annually.

3. Human Rights Protection and Diversity Policy

Evalion Consulting Ltd. upholds the highest standards of human rights, supporting equality, diversity, and inclusion across the organization.

- **No Forced or Child Labor:** We have zero tolerance for forced labor, child labor, or any form of modern slavery across all company operations and supply chains.
- **Diversity and Inclusion:** Promote equality and diversity in the workplace, ensuring all employees are treated fairly regardless of gender, age, race, disability, or sexual orientation.
- **Human Rights Commitments:** Our human rights policies adhere to international frameworks such as the UN Guiding Principles on Business and Human Rights.

4. Environmental Policy

Evalion Consulting Ltd. acknowledges its responsibility towards the environment and the global efforts to achieve a sustainable future. We are committed to aligning our environmental initiatives with the United Nations Sustainable Development Goals (SDGs) to contribute to a healthier planet and society.

Objectives:

- **Reduce Environmental Impact:** Minimize energy consumption and waste production by adopting eco-friendly technologies, reducing resource consumption, and encouraging sustainable practices across all operations.
- **Support SDG 13 (Climate Action):** Implement measures to reduce carbon emissions, increase energy efficiency, and pursue initiatives aimed at mitigating climate change. This includes striving for carbon neutrality in our operations and promoting the use of renewable energy sources.
- **Promote SDG 12 (Responsible Consumption and Production):** Integrate responsible consumption and production strategies into our business practices by reducing single-use materials, promoting recycling, and supporting a circular economy.
- **Champion SDG 6 (Clean Water and Sanitation):** Actively work to reduce water consumption in our operations and promote water conservation practices among employees and stakeholders.
- **Education and Awareness:** Educate employees, partners, and clients about sustainable development, environmental responsibility, and the importance of the SDGs. Foster a culture of sustainability and encourage involvement in green initiatives.
- **Sustainable Supply Chain:** Ensure that suppliers and partners adhere to sustainable practices in alignment with the SDGs, particularly in the areas of reducing environmental footprints and ensuring ethical labor practices.
- **Monitoring and Reporting:** Regularly assess our environmental impact, including our contributions to the UN SDGs, ensuring transparency and accountability.

5. Anti-Corruption, Fraud Prevention, and Ethical Business Conduct Policy

Evalion Consulting Ltd. is fully committed to conducting business with the highest levels of integrity, transparency, and accountability. We strictly prohibit all forms of corruption, bribery, fraud, conflicts of interest, and anti-competitive behavior. We ensure compliance with all local and international laws governing these areas and uphold a strict Code of Conduct for all employees, contractors, and stakeholders.

Objectives:

- **Prevention of Corruption and Bribery:**
 - All forms of bribery and corruption, whether direct or indirect, are strictly prohibited. This includes offering, giving, receiving, or soliciting any form of bribe, gift, or kickback to gain an improper advantage.
 - Employees must comply with anti-bribery laws and must not engage in any unethical practices, including influencing government officials or business partners.
 - A zero-tolerance policy is in place, and any breaches will result in immediate disciplinary action.
- **Fraud Detection and Prevention:**
 - The company is committed to preventing, detecting, and addressing all forms of fraud, including misrepresentation, theft, or deceptive practices within its operations or involving third-party stakeholders.
 - Regular audits and internal controls are implemented to detect and prevent fraudulent activities. Employees are encouraged to report any suspected fraudulent behavior through the company's whistleblower mechanisms.
- **Avoidance of Conflicts of Interest:**
 - Employees are expected to act in the best interests of the company at all times. Any personal interest that conflicts or appears to conflict with the company's interests must be disclosed.
 - Policies are in place to ensure that employees do not engage in activities that could give rise to conflicts of interest, such as having a financial interest in a competing or partnering company, without prior disclosure and approval.
- **Compliance with Anti-Competitive Practices:**
 - Evalion Consulting Ltd. complies with all laws and regulations designed to promote fair competition and prohibits anti-competitive practices such as collusion, price-fixing, bid-rigging, or abuse of a dominant position in the market.
 - Employees must avoid any actions that could be construed as anti-competitive or harmful to the free and fair functioning of the marketplace.
- **Code of Conduct and Training:**
 - A detailed Code of Conduct is in place that outlines acceptable and prohibited behaviors, including those related to corruption, bribery, fraud, and conflicts of interest.
 - All employees receive regular training on ethical business conduct, anti-bribery policies, fraud prevention, and how to handle potential conflicts of interest.

- Vendors, suppliers, and contractors are also expected to comply with the company's ethical standards and anti-corruption policies.
- **Whistleblowing and Reporting Mechanisms:**
 - Evalion Consulting Ltd. encourages employees to report any suspicious or unethical behavior anonymously through a dedicated whistleblower channel.
 - All reports are investigated thoroughly, and those who report in good faith are protected from retaliation.
- **Monitoring and Enforcement:**
 - Breaches of this policy may result in disciplinary actions, including termination of employment, legal action, and criminal prosecution where applicable.

6. Key Performance Indicators (KPIs) and Continuous Monitoring

Evalion Consulting Ltd. monitors its performance across environmental, ethical, and operational domains through clearly defined KPIs:

- **Environmental KPIs:** Track energy consumption, GHG emissions, water usage, and waste reduction to ensure progress towards sustainability goals.
- **Ethical Conduct KPIs:** Measure compliance with anti-corruption policies, including the number of reported incidents, training participation rates, and internal audit outcomes.
- **Employee Development KPIs:** Monitor employee participation in training and development programs, ensuring continuous growth and skills enhancement.

Conclusion

Evalion Consulting Ltd. is dedicated to operating with integrity, ensuring the well-being of our employees, and minimizing our environmental impact. Through our comprehensive corporate responsibility and sustainability policies, we seek to build a better, more sustainable future while maintaining the highest standards of business ethics.

Signed by:
Andreas Stavrou
Managing Director

