

HEALTH, SAFETY, ENVIRONMENT, ENERGY & SOCIAL RESPONSIBILITY POLICY

Hermes Airports Ltd is committed to excel in health, safety, environment, energy and Greenhouse Gases (GHG) management at Larnaka and Pafos International Airports, protecting our employees, our customers, our passengers, our partners, our tenants, the local communities and the natural environment.

To achieve the above objective which acts as a beacon of continual improvement and sustainability, we commit to the following:

- To act as leaders in limiting global warming in line with Paris Agreement, through improved energy performance, reduction and management of GHG and optimum use of natural resources, aiming to Net Zero target by 2050. Actions include, among others, the optimised usage of Airports' facilities and systems, procurement and implementation of energy efficient investments and use of energy efficient systems and equipment, build and refurbish facilities incorporating energy efficient designs and materials and low carbon emissions practices, maintain and operate systems to use energy efficiently, promote use of energy from renewable sources, avoid unnecessary expenditure on energy and use energy in the most efficient way practicable.
- To manage safe airports and to actively reduce the impact of our operations to the environment. Because our business depends on maintaining healthy relationships with these stakeholders we will act ethically and in a manner worthy of their respect.
- To identify and minimize risks, eliminate hazards and contribute to improved economic performance through the implementation of health, safety, environmental and energy plans and programs.
- To establish all necessary measures for prevention of occupational accidents / incidents, diseases and environmental pollution.
- To satisfy all applicable legal and other requirements related to our business.
- To invest in our employees' health and safety and promote a firm safety culture that is just.
- To promote consultation and participation of non-managerial personnel, through H&S committees, into the development and improvement of the H&S issues.
- To train, support and motivate our employees and business partners and foster awareness and acceptance of their health, safety, environmental and energy responsibilities.
- To be accountable for our actions and impacts, responding promptly to incidents or risks arising from our business.
- To prepare for emergencies and coordinate contingency plans with responsible authorities and adjacent communities.
- To set specific measurable health, safety, environmental and energy objectives and targets, ensure the availability of information and necessary resources to achieve them and publicly report the results.
- To build relationships, promote open discussions and encourage engagement among all stakeholders about the health, safety, environmental and energy aspects of our operations and developments.
- To inform our 3rd parties and subcontractors of our health, safety, environmental and energy policy and monitor their performance to ensure the services they provide support our health, safety, environmental and energy objectives.
- To implement and continually improve a health, safety, environmental and energy management system according to ISO 50001:2018, ISO 45001:2018, ISO 14001:2015 and EMAS European Regulation.

This Policy is communicated, understood and implemented by all our employees and interested parties and is reviewed when needed during the management review meetings.

Approved by:


Eleni Kaloyirou
Chief Executive Officer


Miltos Miltiadous
Chief Operating Officer

July, 2025

