

**WESTAND**

ΚΑΣΣΟΣ Κ. ΕΠΙΠΛΑ ΚΑΤΑΣΤΗΜΑΤΩΝ Α.Ε.

We Stand SA Ethics Policy**14/01/2022****Version 1****Policy written by the HSQE department****Scope of the Policy**

Business ethics is the foundation for company WeStand SA and thus obtained success and constant upward course.

Since its inception in 1979, WeStand SA has relied on the belief that a company can be competitive and efficient while operating with principles and ethics. Commitment to ethical principles and values is confirmed on a daily basis by the behavior of all of us and is crucial for the continuation of our course. Additionally, commitment to our ethical goals protects us from financial and reputational as well as legal dangers.

Therefore, we consider it our responsibility to inform all our employees, permanent associates and suppliers, in order to achieve a single operating framework and for this purpose, we have created our Ethics Policy.

This policy aims to capture the corporate vision of WeStand Kassos K. Store Furniture SA, to state the core values of the company and explain its mission.

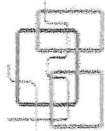
Field of application

This policy is a statement of the company WeStand Kassos K. SA with application field in Manufacture, Trade, Installation and Maintenance of shop furniture and universal validity for all employees of the company, employees and executives.

Confirmed Incidents of Corruption and Bribery

We have a zero tolerance on acts of receiving rewards from customers or stakeholders to be influenced in our behavior, as well as corruption actions, or utilization of illegitimate means in order to gain advantages.

The relevant standardized indicators should review this performance, and a goal of zero is set by 2021.



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Data Security

We are particularly sensitive in protecting our or our client's digital information from unauthorized access, theft and corruption, thus providing security. In order to achieve this, we collaborate with specialists, and keep relevant standardized indicators to review this performance. Our goal is to keep incidents of data breach incidents at a zero number yearly basis.

Anti-Competitive practices

A strong commitment for our Company is to impugn anti-competitive behavior, as the utter result of this practice is to drive up prices, as well as the good level service provided, plus reducing motivation for providing better products. We set a goal of zero anti-competitive incidents recorded via our whistleblowing procedure.

Employee Voice

For us in WeStand employee voice is the most important thing, either in a personalized manner respecting personalized opinions and promoting having suggestions and personal decisions. Additionally, we have also created through the years an Employee Committee in order for the employees to represent and participate at Company's procedures, decisions and annual reviews. Relevant standardized indicators should review this performance, by having anonymous reports of incidents, for which a goal of zero is set.

Brand Sentiment of Customers

By being in depth interested in our Clients Voice, we are conducting as a standard procedure a yearly research via appropriate questionnaire on our Customer's negative and positive opinion on our performance and collaboration. By this research, we obtain useful information, which we exploit for our evolution. Another gain is the engagement of our customers with your brand. A goal of 95% for the relevant indicator is set, in an annual review.

Director & CEO signature

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