

Business Ethics Policy

Lyhnia S.A. – Graphic Arts

1. Purpose

This policy outlines the principles of ethics, professionalism, and responsibility that govern all activities of Lyhnia S.A., with respect for artistic creation, intellectual property, and trust-based relationships with clients, partners, and employees.

2. Scope

This policy applies to all employees, executives, partners, and external suppliers who represent the company or act on its behalf.

3. Core Principles

3.1 Creative Integrity

We respect originality, aesthetics, and the values of each artistic work. We do not copy, exploit third-party creations, or violate intellectual property rights.

3.2 Transparency with Clients

We provide honest and clear information regarding pricing, delivery times, technical capabilities, and project limitations. We do not exaggerate or promise unrealistic outcomes.

3.3 Respect for Cultural and Social Diversity

We avoid producing content that may offend social groups or perpetuate stereotypes. We adopt an open and inclusive approach to our creative work.

3.4 Quality and Professionalism

We are committed to high-quality services, adherence to specifications, and continuous advancement of our technological and creative capabilities.

3.5 Confidentiality and Discretion

All information and materials provided by clients (e.g., logos, strategic plans, drafts) are treated with strict confidentiality.

3.6 Environmental Responsibility

We incorporate environmentally friendly practices, reduce material waste, and choose sustainable production solutions whenever feasible.

4. Workplace Conduct

We promote a positive, creative, and safe work environment, free from discrimination, bullying, or any form of harassment.

5. Client and Partner Relations

We operate with professionalism, respect, and consistency. Our clients and collaborators are treated as creative partners, not merely as service requesters.

6. Reporting Violations – Complaint Procedure

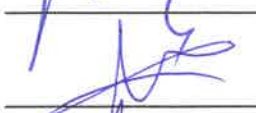
We encourage team members to report any violations of this policy with guaranteed confidentiality and without fear of retaliation.

7. Review

This policy is reviewed every two years or whenever required due to changes in legislation or business needs.

8. Approvals

This Business Ethics Policy is approved by the Management of Lyhnia S.A. and enters into force as of the date of signing.

Name	Position	Signature	Date
Vgontzas Konstantinos	President		14/ 05 /2025
Vgontzas Athanasios	Chief Executive Officer		14/ 05 /2025
Vgontzas Nikitas	Procurement Manager		14/ 05 /2025