

CERTIFICATE

Management system as per
ELOT ISO/IEC 27001 : 2013

**Information Technology - Security Techniques-Information Security Management Systems
- Requirements**

In accordance with TÜV HELLAS (TÜV NORD) S.A. procedures, it is hereby certified that

**ICAP EMPLOYMENT TEMPORARY
WORKING AGENCY S.A.**
2, Elefteriou Venizelou Ave.
176 76 Athens
Hellas



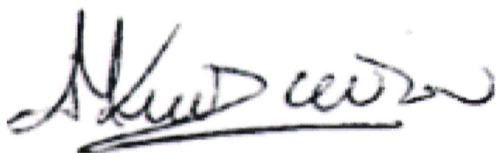
applies a management system in line with the above standard for the following scope

Temporary Work Services, Personnel Search & Selection, HR Services.

S.o.A.: Version 1.1, Dated from: 28/04/2022

Certificate Registration No. 048 22 0029-002
Audit Report No. IS-0239/2022

Valid from 2022-09-12
Valid until 2025-09-11
Initial certification 2022



TÜV HELLAS (TÜV NORD) S.A. Certification Body

Athens, 2022-11-07

This certification was conducted in accordance with the TÜV HELLAS (TÜV NORD) S.A. auditing and certification procedures and is subject to regular surveillance audits. This certificate is valid in conjunction with the main certificate.

