

# CERTIFICATE

Management system as per

**ISO 14001 : 2015**

**Environmental Management Systems - Requirements with guidance for use**

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

**ICAP OUTSOURCING SOLUTIONS S.A.**

2, Eleftheriou Venizelou Ave.

176 76 Kallithea

Hellas

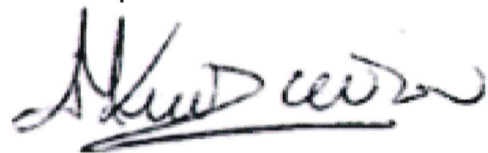


applies a management system in line with the above standard for the following scope

**Teleservices & Telemarketing.**

Certificate Registration No. 042 22 0075

Audit Report No. EM-1331/2022



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

Valid from 2022-10-04

Valid until 2025-10-03

Initial certification 2022

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.

