

## **HUMAN RESOURCES POLICY**

Version 02, 23/02/2024

With the belief that our positive impact on our employees is the cornerstone of Social Sustainability and that our People are developing with us and we along them, we commit to:

- Comply with regulatory requirements on employment and human rights
- Respect the personality, the culture and traditions of each of our employees
- Fair treatment of our employees irrespective of age, ethnicity, gender, race, religion, sexual orientation and any specific needs, to the extent that the health, safety and physical integrity of themselves, their colleagues and company partners is not jeopardized.
- Promotion of actions related to innovation, technological update and encouragement of initiative, continuous improvement and acceptance of diversity.
- Promotion of the importance of balancing professional and personal life
- Avoidance of hiring persons under 18 years of age, excluding internships, in conformance with current legislation and provided all necessary licenses have been obtained
- Provision of fair reimbursement, depending on their duties and experience
- Assurance of benefits foreseen by current legislation, such as gowning and personal protective equipment, paid leave, sick days, maternity leave etc.
- Recognition of the freedom of association of our personnel
- Cultivate a spirit and culture of cooperation and dialogue across all the company departments
- An effort to amicably and consensually resolve any problems and disagreements
- Assurance that no employee will be submitted to unreasonable sanctions by Management or their Supervisor
- Continuous training and professional advancement for all our employee, on the basis of their qualifications, their position and their intentions
- Training of our employee regarding sustainability policies and practices, so that they can actively participate in achieving respective targets
- Information and training in the use of any required personal protective means, tool and machinery, so that risks to their physical integrity, the equipment, the premises and the environment are minimized
- Assurance of access to Top Management
- Protection to whistleblowers of violations of EU law
- Assurance of the capability to submit any complaints anonymously
- The implementation of actions that strengthen corporate improvement and social responsibility

The Human Resources Policy is communicated by the HR Department to Department Heads, who are responsible for the joint implementation and monitoring of related procedures in cooperation with their colleagues, the HR Manager and, where required, Top Management.

R. Anastasopoulos  
General Manager