



HUMAN RIGHTS POLICY

At KATRADIS Group (hereinafter referred to as the Group), recognizing the importance of internationally recognized human rights, we commit to respecting and upholding them. In this context, we train our Group members and make efforts to raise awareness among our other stakeholders about human rights. This Policy is sent directly to interested parties by email and posted on our website to ensure transparency and allow anyone interested to refer to it.

The Policy is guided by:

- The Ten Principles of the Universal Covenant of the United Nations
- The United Nations Sustainable Development Goals
- The Universal Declaration of Human Rights
- The Charter of Fundamental Rights of the European Union

ELIMINATION OF CHILD LABOR

Knowing the particularly negative impact at all levels of child labor, we aim to contribute to the effort to eradicate such incidents. In this direction, we support the United Nations Sustainable Development Goal 8 and Principle 5 of the United Nations.

At the Group, we commit to complying with legislation regarding the minimum age of employment. Specifically, at the Group, it is forbidden to employ individuals under the age of 18.

At the Group, we also commit to both raising awareness among suppliers, customers, and other interested parties and to exerting pressure, as far as feasible, to combat child labor. Specifically, among the criteria for selecting suppliers and partners is their non-involvement in child labor.

FORCED LABOR

At the Group, we recognize that forced labor violates fundamental human rights and for this purpose, we wish to contribute to its elimination. Thus, we support the United Nations Sustainable Development Goal 8 and Principle 4 of the United Nations. Specifically, at the Group, we show zero tolerance for any form of forced labor, even if it originates from our broader environment and we are aware of it. Indicative forms of forced labor according to the United Nations (Principle 4):

Measures we take to combat forced labor:

- We do not withhold any personal documents of employees.
- We formulate employment contracts in a way that allows them to be understood by all employees, without leaving room for misinterpretation.
- Our employment contracts always contain all details related to employment. Various terms and conditions related to work are clearly contained in them and must be followed by the parties involved. Additionally, they state that employees have complete freedom to terminate their contracts at any time they wish, without the imposition of any sanctions. The only obligation of the employee in this case is to inform us in a timely manner (as we define).
- Employment contracts are always signed by employees under conditions of full freedom of will.
- We consistently make payments to employees, as defined by the contract.

ASSOCIATION - COLLECTIVE NEGOTIATIONS - COLLECTIVE ACTIONS

At the Group, we fully respect the right of our employees to associate as well as the right to collective bargaining and collective agreements.

ASSEMBLY

We fully respect the right of our employees to assemble, provided it is done in a legally acceptable manner.

WORKING CONDITIONS

At the Group, we have created the appropriate conditions for a work environment in which human dignity is protected in every way. We commit to maintaining these conditions.

All employees indiscriminately have the freedom to openly express their views and ideas on any issue, provided that they do not in any way offend the dignity of others.

We seek consultation with our employees. Additionally, we commit that there will be timely information for employees about matters concerning the Group, when required and in accordance to the existing legislation.

We commit that our disciplinary measures always follow the legislation and respect human rights. Their application aims at the smooth operation of the Group.

At the Group, we strive to provide a decent and quality standard of living for our employees.

In this context, we will faithfully follow the existing laws regarding the minimum wage, maximum working hours and all other aspects of employment. At the Group, we commit to continuing to invest in comprehensive training programs for our employees, aiming at enriching their knowledge and professional development.

DISCRIMINATION

We have developed a specific Anti-Discrimination Policy which interested parties and others may refer to.

VIOLENCE & HARASSMENT

We have developed a specific Policy for the prevention of Violence and Harassment which interested parties and others may refer to.

HEALTH AND SAFETY POLICY

We have developed a specific Policy for Health and Safety at work, which interested parties and others may refer to as needed.

PERSONAL DATA PROTECTION

We have developed a specific Policy for the Protection of Personal Data, which interested parties and others may refer to as needed.

COMMUNITY

At the Group, we commit to consulting with the local community to achieve common benefits. Additionally, we commit to promoting economic development and social prosperity of the communities in which we operate through the implementation of various actions.

Indicative actions for the community that we commit to emphasize:

- Communication and regular dialogue with local authorities to identify the main needs of the local community and address any problems.
- Operation of the business with respect to the local community and its natural environment.
- Implementation of investments with absolute respect for the local community (where they are implemented) and its natural environment.
- In the processes of searching for and hiring human resources, priority is given to selecting employees from the local community to combat local unemployment.
- Financial donations to projects and organizations that align with our values.

REPORTING

In case someone becomes aware that this Human Rights Policy is being violated, a relevant report must be made immediately to Mrs. Lappa Eleftheria (elappa@katradis.com). Reports should be made by name, in writing, and should include the following details:

- The date of the incident

- All relevant details of the incident
- Any existing proof or evidence
- The individuals involved in it and those who saw or know about it.

Those who saw the incident or know something about it are required to be objective and report everything they know.

All complaints will be investigated confidentially by a committee appointed by the Group to form a complete and correct picture of the incident.

SANCTIONS

If it is determined that there has been a violation, appropriate measures will be taken, depending on how serious the incident is.

KATRADIS Group

Yannis Kontakis, General Manager