

The Management of the Company **THALIS E.S. S.A.**, always having as its guiding principle respect for its Human Resources and ensuring excellent working conditions and cooperation, complies with the requirements of SA 8000:2014.

The aim of the company is to monitor and comply with the legislative and other requirements arising from the Applicable Greek and Community Labor Legislation, the principles and rules of international human rights regulations as reflected in the conventions of the International Labor Organization, the United Nations Convention on the Rights of the Child, and the Universal Declaration of Human Rights.

In the context of the continuous improvement of the Company's performance in terms of the requirements of the SA8000 Standard and the relationship with its Employees, the Management sets goals for corporate social responsibility, which are reviewed annually in terms of their degree of implementation, New ones are approved or older ones are modified depending on the performance of the company and the new conditions in its area of activity. The management of the company is committed to:

- the systematic monitoring and observance of laws and industry agreements regarding working hours, overtime, and compensation. Overtime is an exception and is paid separately. All employees are paid at least the legally defined minimum wage, and it is checked to ensure that it is sufficient to cover their basic needs.
- the mandatory signing of employment contracts with all employees respecting children's rights and protecting them from any form of exploitation, including sexual exploitation. Staff are required to report any suspicious activity involving children to Company Management and Local Authorities.
- full compliance with national and international labor regulations, treaties, conventions, and principles related to work and the protection, welfare, health, and safety of children. In this context, no one under the age of 18 is hired in its facilities. Child labor is not acceptable, and it is the Company's policy not to work with suppliers who use child labor in any of their facilities or those of their subcontractors.
- the provision of the right to collective action and collective bargaining for all employees.
- the defense of employment equality and equal opportunities regardless of:
  - Gender,
  - Marital status,
  - The existence or not of dependent members,
  - Religious convictions or political beliefs
  - Race (ethnicity, skin color, etc.)
  - The age
  - Any special needs, health issues, sexual orientation, or peculiarities
- the impartial evaluation of the staff, avoiding the use of disciplinary practices when the Company's principles are not violated, regarding quality, the environment, health and safety, and corporate social responsibility. The company and the Management are committed to treating all staff, without exception, with dignity and respect. Physical punishment or mental or physical abuse of employees is not tolerated; cruel or inhumane treatment is not acceptable and will not be tolerated.
- the fight against any form of violence, bribery, corruption, and fraud
- the protection of personal data, intellectual property, and personnel
- compliance with regulatory, legal, and other requirements regarding health and safety at work
- the provision of a safe and healthy workplace and work environment in order to prevent occupational accidents and other health and safety incidents by ensuring adherence to the Occupational Health and Safety Management System in accordance with the ISO 45001:2015 Standard by all staff.
- encouraging suppliers and external providers in general, as well as any other interested party, to comply with the company's Policies and Principles regarding:
  - employee relations
  - health and safety at work
  - child labor.
  - coercion at work,
  - unionization and collective bargaining

- discrimination
  - disciplinary practices,
  - the working hours and compensations
- The consequence of the above is that the Management of THALIS E.S. S.A. is committed to the active participation of all and the provision of resources at every level (human, material, and financial) that will contribute to continuous improvement.

The Social Responsibility Policy is available for the information of staff, customers, suppliers, and any other interested parties.

04/01/2019