



## **Code of Human Rights & Social Principles**

IKTINOS HELLAS SA, implements practices that ensure the high level of Corporate Governance, adopts standards of professional operation and behavior, creates business value and is guided by business ethics, elements that contribute to establishing the trust of its shareholders and all stakeholders. The company, in the whole range of its business activities, adheres to standards of integrity and respect for human rights. In this context, it complies with internationally recognized regulations, guidelines, standards, and in particular:

1. The United Nations Universal Declaration of Human Rights
2. The United Nations Universal Pact
3. The Guidelines of the Organization for Economic Cooperation and Development (OECD)

The company adopting the "Code of Human Rights and Social Principles":

- Recognizes and defends the social, cultural, political diversity of nations and societies
- Protects diversity regarding ethnic origin, religion, political beliefs, gender, age, disability, financial status, physical and mental ability, sexual orientation
- Explicitly prohibits all forms of forced labor, trafficking in human beings, child labor and any form of modern slavery
- Implements the policy of equal opportunities for all its staff regardless of gender, age, race or nationality
- Does not tolerate any form of abuse (physical & mental), or sexual harassment as well as any form of harassment or intimidation
- Maintains and strengthens a climate of labor peace and continuously improves and upgrades working conditions
- Provides opportunities for professional development and development of knowledge and skills for human resources by investing in ensuring the

appropriate conditions for the fulfillment of their professional aspirations and investing in knowledge and lifelong learning.

- Proposes as a supreme asset the health of the employees and takes care of the formation of a healthy and safe working environment
- Continues to implement a policy respecting the environment, incorporating the principles of sustainable development and promoting continuous improvement of its performance, minimizing the negative impact on all its business activities
- Takes initiatives to reduce the environmental impact of its products
- Systematically monitors environmental parameters, the achievement of environmental objectives and proceeds with environmental investments to address the challenges of climate change.

IKTINOS HELLAS SA will monitor the observance of the Code of Human Rights & Social Principles and will strengthen the process of complaints regarding its violation. The observance of the Code of Human Rights & Social Principles is the responsibility of the Management and the employees of IKTINOS HELLAS SA.

The Code of Human Rights & Social Principles is posted on the website [www.iktinos.gr](http://www.iktinos.gr)

For clarifications, for questions regarding the compliance with the Code of Human Rights & Social Principles and in case of clarifications, doubts or complaints you can contact the Human Resources Department at [hr@iktinos.gr](mailto:hr@iktinos.gr)