

Goldair Cargo S.A. Anti-discrimination & Anti-Harassment policy

Goldair Cargo S.A., through this policy, aims to state that harassment and discrimination will not be tolerated, and set standards and expectations for behavior. By complying with the national legislation on harassment and discrimination (Law 4808/2021) on the working environment. Our Organization is committed to providing an environment free of discrimination and harassment, where all individuals are treated with respect and dignity, can contribute fully and have equal opportunities. If a claim of harassment or discrimination is proven, disciplinary measures will be applied, up to and including termination of employment.

Discrimination: means any form of unequal treatment. It may be intentional or unintentional. It may involve direct actions that are discriminatory on their face, or it may involve rules, practices or procedures that appear neutral, but disadvantage certain groups of people. Discrimination may take obvious forms, or it may happen in very subtle ways. Even if there are many factors affecting a decision or action, if discrimination is one factor, that is a violation of this policy.

Harassment: means a course of comments or actions that are known, or ought reasonably to be known, to be unwelcome. It can involve words or actions that are known to be offensive, embarrassing, humiliating, demeaning or unwelcome. Harassment can occur based on any of the grounds of discrimination.

The aim of this policy is to comply with all measures and obligations related to the implementation of the provisions of Part II of **Law 4808/2021** for the prevention and treatment of all forms of violence and harassment, including violence and harassment based on gender and sexual harassment.

The purpose of this policy is to create and consolidate a work environment that respects, promotes and ensures the human dignity and the right of every person to a world of work free of violence and harassment. Our company declares that it recognizes and respects the right of every employee to a work environment free of violence and harassment and does not accept any form of violence and harassment that occurs during work or is related to it or arises from it, including violence and harassment due to gender and sexual harassment.

A. PREVENTING AND ADDRESSING VIOLENCE AND HARASSMENT

The company:

- Carries out an assessment of the risks of violence and harassment at work,
- Takes measures to prevent, control, limit and deal with these risks,
- Provides staff information and awareness actions,
- Ensures providing information on the rights and obligations of the employees and the employer, as well as the persons exercising the managerial right or representing the employer, to the extent of their own responsibility, in the event of occurrence or reporting or complaint of such incidents, as well as for the relevant procedure for receiving and examining complaints,

- Designates the General Manager as a reference person ("liaison") at company level, responsible for guiding and informing employees about the prevention and response to violence and harassment at work,
- Provides protection of employment and support to working victims of domestic violence by any appropriate means where possible.

B. COMPLAINT RECEIVING AND EXAMINATION PROCEDURE

The company ensures:

- The existence of communication channels - responsible persons,
- Investigating and examining complaints objectively and protecting the confidentiality and personal data of victims and complainants,
- The prohibition of retaliation against the affected person,
- The description of the consequences upon detection of violations,
- The cooperation and provision of any relevant information to the authorities, if requested.

17 January 2023



Kallinikos Kallinikos
Vice President & Managing Director