

DECLARATION ON HUMAN RIGHTS POLICY

The respect of human rights has always been a principal factor in the coherence, stability and quality of every society. We recognize as our duty the contribution to human rights protection and to positive human rights impacts.

Respect for the people and the environment, as well as the positive contribution to the prosperity of society, are the basic values that govern the operation of EUREKA HELLAS SA since it was founded.

EUREKA HELLAS S.A. conducts all its operations in alignment with the respect and protection of human and labor rights, inclusive of all legal requirements and international standards.

Principles governing the operation of EUREKA HELLAS SA:

- ✓ **Respect for diversity:** EUREKA HELLAS SA opposes any form of direct or indirect discrimination based on sex, marital status, sexual orientation, religious or political beliefs, participation in trade unions, race, national origin, ethnicity, age, social origin and position, disability, both mental & Physical and is committed to prevent discrimination in all areas of working life.
- ✓ **Against forced labor:** EUREKA HELLAS SA opposes all forms of working exploitation, including child labor, forced or compulsory labor and any form of abuse, mental or physical, coercion, both for its employees and the employees of its partners, while strongly condemning all forms of human trafficking and exploitation.
- ✓ **Freedom to associate with Unions:** EUREKA HELLAS SA recognizes and respects the right of its employees to freely form corporate unions, to conduct collective Negotiation and to participate in an open and constructive dialogue with its representatives.
- ✓ **Safety and Hygiene at work:** EUREKA HELLAS SA promotes a safe working environment minimizing the risk of accidents, injuries and exposure to occupational hazards. The company also takes all necessary measures to identify and prevent any potential safety issue. It provides to its employees a safe working environment without violence, harassment and intimidation. It bases in-house relationships on trust, dialogue and mutual respect. It protects the well-being and the balance between the working and private lives of its employees, trying to ensure decent wages and fair working hours.
- ✓ **Local Communities:** EUREKA HELLAS SA is inseparably linked to the local communities in which it operates. It supports the activities of the community, offers sponsorships and donations to non-profit organizations, supports scientific research and contributes, with a sense of ecological awareness, to the work of environmental organizations promoting sustainable development.
- ✓ **Privacy:** EUREKA HELLAS S.A. is aware of the importance of ensuring personal data safety, placing adequate safeguards to all operations, both internal and external, where their processing is required. EUREKA HELLAS S.A. is committed to use any data or information it processes or manages, properly, in its intended use.

The Chairman and Chief Executive Officer

Nikos X. Sarris