

## POLICY AGAINST DISCRIMINATION

At KATRADIS Group (hereinafter referred to as the Group), we fully understand that diversity brings multiple benefits to both business and society. Equality and respect are among our fundamental principles.

Based on these and in order to eliminate all forms of discrimination in the workplace, we have developed this Policy, which complements the Policy for the Prevention of Violence and Harassment at work.

At the Group, we are committed to supporting diversity and providing a working environment in which mutual respect exists, dignity is not violated and which is free from discrimination.

Towards this end, we commit to treating everyone with absolute equality, without any discrimination. Specifically, we commit not to discriminate in any aspect of employment, such as recruitment, working hours, insurance, work assignments, compensation, promotions, demotions, termination of employment, benefits and training, remuneration, performance evaluation, safety and health. All aspects of employment depend exclusively on professional training, work experience, skills and performance of the employees. All employees should behave with respect towards both their colleagues and other individuals involved with the Group (such as customers, suppliers, other partners) and should not discriminate. It is also emphasized that at the Group, we condemn any order for discriminatory treatment.

Clarifying, the term discrimination in this Policy refers to discrimination based on race, nationality, citizenship, gender or other genetic information, sexual orientation or gender transition, age, religious beliefs, pregnancy or maternity, health status and special needs, family status, economic status, culture, social origin, political views, union membership, and fulfillment of military obligations. The term discrimination includes both direct and indirect discrimination. Additionally, it is clarified that discriminations are prohibited from being carried out in any place (physical or otherwise) related to work.

### ***Beyond the above, we implement the following measures to prevent discrimination phenomena:***

- We sensitize and train our employees regarding equality, respect and the value of diversity.
- We inform interested parties about the Anti-Discrimination Policy, providing transparency. Specifically, this Policy will be sent by email to all people working in the company, distributed during the recruitment of new employees and posted on the company's website so that it is available to all interested parties.

- We make this Policy available in a way that it is understandable to everyone.
- We promote women's empowerment and ensure through our practices that women participate in decision-making and hold senior positions.
- We design spaces and ensure the appropriate conditions for people with special needs.

### **Reporting**

Anyone (whether an employee or someone involved with the Group in another way) who has suffered or observed any form of discrimination as described in this Policy, should report the incident as soon as possible to Mrs. Lappa Eleftheria ([elappa@karadis.com](mailto:elappa@karadis.com)). The report, should be made in writing, mentioning when the incident occurred, describing the incident in detail and including any evidence. Additionally, it should include the details of those involved in the incident as well as the details of the witnesses. It is good for the reports to be made by name. Those who saw the incident or know something about it are required to be objective and report all they know.

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

### **Sanctions**

In case of violation of this Policy, we will take immediate, as required, appropriate measures depending on how serious the incident is.

### **Handling of Retaliation**

At the Group, we explicitly prohibit any form of retaliation related to the reporting of discrimination incidents. Those who suffer or witness an incident related to retaliation should report it as soon as possible so that appropriate measures can be taken.

This Policy contributes to the following United Nations Sustainable Development Goals:

- Goal 10 - 'Reduced Inequalities'
- Goal 5 - 'Gender Equality'
- Goal 8 - 'Decent Work and Economic Growth'
- Goal 16 - 'Peace, Justice and Strong Institutions'

And promotes Principle 6 of the United Nations Global Compact regarding the elimination of discrimination in employment.

KATRADIS Group  
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