

Policy against Violence and Harassment at Work

The purpose of the present policy is to create and establish a work environment that respects, promotes and ensures human dignity and the right of every person to a world of work free of violence and harassment.

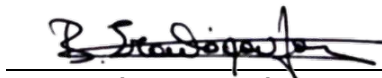
DOMI S.A. declares that it recognizes and respects the right of every employee to a work environment free of violence and harassment and that it does not tolerate any such behavior, of any form, by any person.

The current policy is adopted from the firm, in compliance with Greek legislation and in particular articles 9 and 10 of the Law 4808/19.06.2021, which validated the International Labor Convention (ILO) 190/21.06.2021.

Specifically, the administration of DOMI:

- is committed to creating a workplace, in which the personality of all employees is valued and which provides equal opportunities for development and growth,
- ensures a safe and fair working environment,
- demonstrates zero tolerance for any incident of violence and harassment in the workplace, in whatever form it may take, including sexual harassment and gender-based violence, which occurs at or on the job, by an employee against another employee, by a supervisor, by authorized person understood as employer, by customer, visitor, supplier and any third party,
- ensures to provide information and appropriate training to its employees on dealing with incidents of violence and harassment and the management of them, their responsibilities and rights,
- takes measures for employees who do not comply with this policy and implements a relevant procedure for preventing and combating incidents of violence and harassment in the work environment, as well as managing internal complaints about such incidents,
- imposes the necessary sanctions in the event of detection of prohibited behavior by any employee, customer, visitor, supervisor,
- complies 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 gender-based violence and harassment and sexual harassment,
- is committed to maintaining neutrality, impartiality and confidentiality in the case of investigating and managing such incidents,
- oversees the implementation of this policy and reviews it annually.

Evangelos Stathopoulos
CEO


(signature)

Athens, March 2023