
Policy for the equality,
diversity & inclusion



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Contents

•	PREAMBLE.....	3
•	SCOPE	3
•	DIVERSITY, EQUALITY AND INCLUSION	3
1.	Definition, strategies, objectives and benefits of ED&I.....	3
2.	Recognition of diversity.....	3
3.	Equality and equal opportunities.....	3
4.	Inclusion in the work environment is an integral part of our corporate purpose	4
5.	I behave with respect and integrity	4

- **PREAMBLE**

Diversity, equality and inclusion (ED&I) are essential success factors for companies. We consider that ED&I values constitute important ingredient of our corporate social responsibility.

We are committed to a workplace where these values thrive, and promote the feeling of belonging for all our employees.

The achievement of viable change and improvement of the company and our employees, demands the complete participation and the personal commitment of all of parties in the present Company policy for diversity, equality and inclusion (ED&I).

- **SCOPE**

This Policy is adopted in order to apply to all employees of the company. As "employees", "personnel", "human resources", we mean all those employed by the company and specifically the members of the board of directors, the managing director, the management officers and the employees, who offer their services in any form of relationship (e.g. dependent work , independent services, contracted work, commission).

- **DIVERSITY, EQUALITY AND INCLUSION**

- 1. Definition, strategies, objectives and benefits of ED&I**

Diversity _ is a term that describes differences in our workforce based on demographics, personal or social factors. This includes the following dimensions of diversity: Age, gender identity and gender expression, people with different physical and mental abilities, nationality, social and ethnic origin, social status, religion and belief, political views, sexual identity and sexual orientation.

Equality describes the basic attitude that states that every person should have equal opportunities and the same possibilities for development, regardless from their individual circumstances.

Inclusion describes how we consciously involve different people (employees and others, e.g. customers, suppliers, partners) in our work and decision-making processes, and give them a sense of belonging to the Company, and add value to it.

For EMEK, diversity, equality and inclusion are a management concept and part of our corporate culture, which aims to contribute significantly to the company's success through recognition, appreciation, inclusion in the working environment and the utilization of the individual diversity of the interested parties (employees, shareholders, customers, suppliers).

- 2. Recognition of diversity**

EMEKE recognizes the aforementioned dimensions of diversity, takes them fully into account when implementing the ED&I concept and also when applying diversity in the work environment.

- 3. Equality and equal opportunities**

We recognize that we will have to pay more effort to strengthen underrepresented groups through special measures, in order to offer a fair opportunity and to abolish their barriers.

We take measures to minimize those physical barriers within the company, giving highest priority at equality criteria over financial aspects. We continue the integration of people with disabilities to workplace, using special means (eg technical aids) in order that they can participate in an environment with equal working conditions.

In order to achieve a better work-life balance, we offer a wide range of work-life balance options and adapt it to our ever-changing environment. The increasingly rapid changes require increasing flexibility from employees and in this context, we respect their personal life planning.

4. Inclusion in the work environment is an integral part of our corporate purpose

Inclusion describes the behavioral pattern through which we consistently ensure the participation of diverse people at work. Unreserved, open interaction with all interested parties is the basic condition for the optimal use of all operational possibilities. As a result, we strive for the well-being of our employees and ensure that all views are heard. We also create a culture and work environment in our company where everyone feels they belong and are accepted for who they are.

5. I behave with respect and integrity

We expect our employees to behave in accordance with this Company Policy.

Respect and integrity are key elements of our long-term business success. We pursue diversity, equality and inclusion and act responsibly.

We treat people the way we want to be treated.

For us, integrity means doing the right thing.

We do not just comply with internal policies, regulations and legislation, but always act in accordance with the Corporate Principles adopted by the company, i.e. "I behave with respect and integrity". It is important for us that our people recognize the ethical dimension of their actions and behave according to the values that are appropriate in each situation. EMEK opposes to inappropriate and unethical behavior. Having courage in day-to-day business activities requires a spectrum of values consisting of honesty, trustworthiness, a sense of community and solidarity.

We clearly identify critical issues, unethical or potentially inappropriate behavior. All our employees must act with integrity and determination.

Employees must not tolerate any form of direct or indirect violence, discrimination or harassment at work – either online or in physical environments.

Furthermore, we do not tolerate any kind of racism or anti-Semitism.

Consequently, when representing the company in their activities, everyone should refrain from behavior that could be perceived as discrimination or harassment of others, both inside and outside the company. This includes the public image of the company (eg marketing actions).

We are committed to zero tolerance towards any form of sexual harassment in the workplace. We take all incidents seriously and investigate every complaint of sexual harassment. Following a confirmed complaint of misconduct, the employee will be punished in accordance with the applicable legislative provisions and applicable labor law, regardless of the rank and position of the specific person within the company.

For questions regarding compliance with this Policy or in the event of a doubt, complaint, violation or alleged violation of this Policy, employees should first contact their immediate supervisor.

In any case, we can send questions or report incidents to the following email address compliance@emek.gr

The ED&I Policy is aligned with our business goals and strategies. To achieve the sustainable integration of ED&I into the company's business model and day-to-day activities, the following recommendations should be followed and the following actions should be performed.

- Achieving change and improvement for the company and the employees requires the commitment and participation of all parties.
- The members of the board of directors and the Group's managers, who must act as role models, have a particular responsibility for implementing the principles of diversity, encouraging diversity, open-mindedness, inclusion in the working environment and the management of diversity, as well as promoting and rewarding engagement in these areas.
- Employees, at all levels and sectors, make ED&I values a part of their professional life.
- Cooperation of different units of the company to facilitate compliance with ED&I principles.
- Conducting trainings aimed at strengthening ED&I values

With this Policy, the company implements an integrated management of diversity, equality and inclusion. This Policy does not constitute a basis for legal claims or obligations.