



## **HUMAN RIGHTS POLICY**

Respect for human rights is a fundamental principle for ADAPTIT S.A. and for this reason it is included in both the Code of Professional Ethics of our company and the Code of Ethics of Suppliers.

ADAPTIT S.A. adopts the following Fundamental Labor and Social Human Rights:

### **1. Health & Safety at Work**

We firmly believe that human life is the supreme good and that safe working conditions promote quality work and productivity.

For this reason, our primary concern is to ensure a healthy and safe working environment, which not only fully complies with current Health and Safety legislation, but also protects the Safety and Health of our employees, in all our activities. The Health and Safety standards that are formulated in the corporate policies & manuals and include not only the legal requirements but also the best practices in order to ensure a safe and healthy working environment.

### **2. Equal opportunities / non-discrimination**

Our Company offers to all employees equal opportunities, both during the selection process and in their professional development, ensuring that everyone is treated equally based on their skills and abilities without any discrimination.

On the contrary, it condemns all forms of discrimination regarding colour, religion, age, gender, marital status, disability, nationality or belief, and is committed to developing a program to promote diversity in the workplace; and raise awareness among employees about discrimination.

### **3. Fair Working Conditions**

Our company is committed to maintaining a work environment based on trust and mutual respect without any form of physical and / or psychological violence and harassment and intimidation. Security guarantees for employees, are provided as necessary, with respect to the privacy and dignity of employees.



The salaries of our employees are in full compliance with all applicable laws and our activities are in full compliance with the applicable legislation. We work to ensure full compliance with applicable wage, work hours, overtime and benefit laws.. All kinds of illegal work are explicitly forbidden.

#### **4. Personal Data Protection**

ADAPTIT S.A. takes all appropriate measures to ensure the security and protection and confidentiality of employees' personal data and to prevent their accessibility by unauthorized third parties.

#### **5. Child Labour**

ADAPTIT S.A. complies with relevant legislation on age limits for hiring workers, contributing to the abolition of child labor. There is a corresponding requirement for our company's supply chain.

#### **6. Slavery, forced labor and human trafficking**

Our company fully supports the prohibition of any form of forced or compulsory labour and trafficking of human beings (Modern Slavery) with respect to any aspect of its operations and to its supply chain without exception.

#### **7. Trade Union freedom**

ADAPTIT S.A. is committed to respecting the right of employees to freedom of association, including the right to join unions or similar bodies, as well as to communicate openly with the management of the company without fear of retaliation, intimidation, or any form of harassment as per relevant laws and regulations.

#### **8. Sexual Harassment and Violence at work**

The company condemns any form of violence and harassment that may occur during work, whether connected to it or arising from it, including gender – based violence and harassment and sexual harassment.

The company ensures that:

- All reasonable preventive measures are taken to protect employees and other persons in the company from violence and harassment in the workplace.
- Measures are taken to prevent, control, limit and deal with the risks of violence and harassment at work.
- Establishes procedures, policies and work environment regulations to eliminate the risk of employees from violence.



*We declare that the ADAPTIT S.A. follows Greek legislation according to which in the five-day employment system the full contractual working hours are 8 hours per day and 40 hours per week (employees receive 2 days rest during the week), while the legal working hours are considered to be 9 hours per day and 45 hours per week (it is allowed to exceed the maximum limit of daily work by one hour without it being considered overtime, as long as the total number of working hours does not exceed the legal weekly hours).*

Issued: January 2022, reviewed: January 2023