



Policy against Violence and Harassment at Work

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

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

This policy is adopted by the company, for its compliance with Greek legislation, articles 9 and 10 of law 4808/19.06.2021 in particular - which ratified the International Labor Convention 190/21.06.2021 of the International Labor Organization (ILO) - and concerns the persons of par. 1 of article 3 of law 4808/2021. In particular, the company's Management:

- is committed to creating a workplace where 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 takes place at work or on the occasion of it, by an employee against another employee, by a supervisor, by an authorized person who is considered to be an employer, by a customer, visitor, supplier and any third party,
- ensures that it provides information and appropriate training to its employees regarding the handling of incidents of violence and harassment, their management, and their responsibilities and rights
- takes measures for the employees who do not comply with this policy and implements a relevant procedure to prevent and combat incidents of

violence and harassment in the work environment, but also 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 relating 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, gender-based violence and harassment and sexual harassment included.

Oversees the implementation of this policy and reviews it annually.

Paiania, May 2022