

HUMAN RIGHTS POLICY VERAL SA



The Company reserves the right to modify this policy

OUR PRINCIPLES

The absolute respect for Human Rights and the dignity of the individual are at the heart of VERAL's corporate culture and it is fundamental for its sustainability.

We are committed to promoting this respect both within the company and outside of it with all interested members.

Respect for the values expressed in the Human Rights Policy is an integral part of all our employees' and our partners' duties.

This Statement of Human Rights is based on Fundamental Values and the Company's Code of Conduct.

OUR POLICY

VERAL's Human Rights Policy is governed and complies with internationally recognized regulations, principles, guidelines, standards, and in particular the United Nations Guidelines on Business and Human Rights included in the

- International Bill on Human Rights, consisting of Universal Declaration of Human Rights,
 - the International Covenant on Civil and Political Rights &
 - the International Covenant on Economic, Social and Cultural Rights,
- with the principles of fundamental rights as defined
- the International Labor Organization (ILO) Declaration on Fundamental Principles and Rights at Work
 - United Nations Conventions on the Rights of the Child
- as well as with the
- Code of Ethics Commitment (ETI)

Where national law and international human rights standards are different, our principle is to apply the highest standard. If there is a conflict between them, we will apply Greek legislation and, at the same time, seek ways to keep international standards as far as possible.

UNDERSTANDING HUMAN RIGHTS IMPLICATIONS

We are committed to identifying and, if possible, preventing any impact of human rights action on the different phases of the company's activities.

That is why we encourage both employees in our company and our suppliers to report any problem they encounter or become aware of through the company's appeal mechanisms.

If any finding of non-compliance to the Policy is found, we recognize that immediate or indirect action is required to address these impacts, following contact with the company's management in order to find a way to deal with it.

DIVERSITY IS EMBRACED

We respect the diversity of people, their contribution and the right to equal opportunities.

We do not tolerate any form of discrimination based on race, gender, color, origin, religion, age, disability, marital status, sexual orientation, property, political belief or any other characteristic. We do not tolerate improper and offensive behaviors or unfair treatment.

We commit ourselves to recruitment, placement, remuneration, training, promotion or dismissal process based on professional qualifications, skills and experience.

THE RIGHT TO COLLECTIVE BARGAINING IS RESPECTED

Freedom of association and the right to collective bargaining are respected. Employees have the right to join or form a trade union and negotiate collectively, without discrimination, reprisals, intimidation or harassment.

We are committed to adopting an open dialogue with employees' representatives and to negotiate in good faith for the mutual benefit.

WORKING CONDITIONS & REFUNDS

Our employees' wages are competitive with the industry and the local labor market and ensure decent living conditions for them and their families. Wages are set by objective criteria and are fair and equal among workers for equal work.

Our activities fully comply with applicable wage, timetable, overtime and allowance legislation.

We observe the weekly working hours prescribed by ILO legislation and conventions and provide adequate rest periods for workers.

Overtime is voluntary and is used responsibly, taking into account the extent, frequency and working hours of each individual worker and the workforce as a whole, and they are not used to replace regular employment.

SAFE & HYGIENIC WORKING CONDITIONS

We are committed to maintaining productive workplaces by providing a safe and healthy working environment in accordance with applicable laws and by taking measures to minimize, as far as reasonably practicable, the risk of accident, injury and exposure to health risks.

Workers are informed about health and safety issues and are involved in the continuous improvement of the working environment, inter alia through interventions

FORCED LABOUR & HARASSMENT

We reject any form of forced labor as defined by the ILO conventions. Employees are free to leave the company after reasonable notice.

Employees are not required to lodge "deposits" or their identity papers with their employer and are free to leave after reasonable notice.

We are committed to treating all employees with respect for their privacy and dignity, without using any threat or form of physical abuse, discipline, verbal violence, sexual or other harassment or intimidation.

DEVELOPMENT OF SKILLS

We support the development of our employees' skills and knowledge, in order to achieve high levels of product performance and quality.

We promote the individual responsibility of employees to maintain and improve the quality of their work.

CHILD LABOUR

Upon recruitment, the minimum age is adhered to in accordance with the applicable laws and the ILO Convention. We do not employ children under the age of 18 for positions as provided by ILO Convention 182.

COOPERATION WITH LOCAL SOCIETY

We respect the rights of the local communities, where we operate; we maintain harmonious relations and pay attention to their needs and their views.

We are committed to creating local economic opportunities wherever possible.

SUSTAINABLE DEVELOPMENT

Bearing in mind that the environment does not belong to us, we are committed to contributing to the continuous improvement of the impact of our activity through appropriate planning, production and development of sophisticated environmentally friendly technologies, as well as waste management, within the framework of the ongoing effort for sustainable development.

GUIDANCE AND REPORT OF INFRINGEMENTS

We create a workplace with open and honest communication based on respect for all employees and adhere to the laws of work.

If you believe there is a conflict between our policy and practices at your workplace, if you have any questions or if you would like to report a possible violation, we encourage you to contact your supervisor or company management.

Alternatively, contact ethics@veral.com or through our company website.