

PREMIA

Properties

HUMAN RIGHTS POLICY

DECEMBER 2022

INTRODUCTION

PREMIA Properties fully complies with all the measures and duties deriving from the implementation of the provisions of Part II of the Law 4808/2021 for preventing and combating every form of violence and harassment, including gender-based violence and harassment or sexual harassment. Respect of human rights is fundamental for the Company's growth and sustainability. It is our main commitment to have our people treated with integrity, respect and trust and secure working conditions under national and international laws and practices for the protection of human rights.

This Policy is adopted per articles 9 and 10 of Law 4808/2021 and pursuant to the regulatory legislation and covers the persons of paragraph 1, Article 3, Law 4808/2021.

PURPOSE

The purpose of this Policy is to create and establish a working environment which respects, fosters and secures human dignity and the right of every person to a workplace with no discrimination, violence or harassment. The company declares that it acknowledges and respects the right of every employee to a working environment free of violence and harassment and that it does not tolerate such conduct in any form by any person.

SCOPE OF IMPLEMENTATION

The Human Rights Policy applies to all those who work for the Company, namely the Board of Directors and its Committees, all full- or part-time employees, whether permanent or temporary, external associates, trainees and apprentices, volunteers, tenants, suppliers and any third party in a contractual relationship with the Company, possessing data or information about irregular or illegal actions that have been committed or are about to be committed and concern PREMIA Properties.

The Company follows a Code of Conduct, an Employment Regulation and a Reporting Management Policy, binding all employees, in which corporate values are defined and principles of professional code of conduct governing its operation, as well as the ethical and professional conduct standards are described. This Policy supplements, not supplants the above.

HUMAN RIGHTS VIOLATION AND REPORTING MANAGEMENT

The Company respects human rights, explicitly declares that all employees are entitled to a working environment free of any form of discrimination, harassment, violence or bullying and is committed to identifying and preventing any unsolicited move. Any contrary conduct is prohibited and is considered as unfavourable discrimination.

Not exhaustively, but only indicatively, the Company declares that zero tolerance is shown to:

- insinuations, derision, verbal or gestural threats, touching, as well as any unwanted physical contact.
- sexual or racial jokes or comments or use of offensive language or persistent proposals for dating or threats
- commenting on someone's appearance or character
- messaging, letters or phone calls with offensive or sexual content; internet bullying
- offensive and persistent questions; spreading of malicious comments or insults, mainly due to discrimination on the grounds of age, family or social

status, sexual orientation, religious or political beliefs, race or ethnicity, language or health.

- degrading or humiliating a person or their abilities, either privately or publicly; persistent or unjustified criticism.
- anger outbursts against someone and inappropriate language in public or in private.
- exclusion from social events, meetings of workgroups, discussions and collective decisions.

The Company has put into effect a Reporting Management Policy reflecting its principles, in order to prevent and resolve issues of violence or harassment at the workplace. The Company encourages reporting and commits to manage every report with confidentiality and respect to human dignity, showing **zero tolerance to discrimination, violence or harassment**. It also commits to not interfere in receiving, investigating and managing such reports and to undertake corrective measures in response to any violation.

DIVERSITY, INCLUSIVENESS AND EQUALITY

Everyone's distinctness and contribution are valued. The Company is committed to providing equal working opportunities, being inclusive of diversity and combating any form of discrimination. It safeguards an appropriate working environment and provides for recruitment, access to training and development, remuneration and performance evaluation be done per professional qualifications, experience, performance and skills.

HEALTH, SAFETY AND APPROPRIATE WORKING CONDITIONS

The Company provides an accessible, safe and friendly workplace, in which relations between employees are characterised by mutual respect, courtesy, understanding, trust and cooperation. It focuses on minimising the risk of accidents, injuries and exposing employees to health hazards, while it systematically evaluates its performance and conducts awareness programmes for all. The Company also expects its employees to manage corporate assets responsibly and in an appropriate way. It guarantees employee safety and respects privacy and dignity. It protects well-being and professional- personal life balance. It is also committed to ensuring fair remuneration and reasonable working hours in full compliance with the Law.

The Company has outsourced a safety consultancy company to help prepare an Occupational Risk Assessment Annual Report, while a specialised safety engineer periodically audits the Company's premises.

CHILD LABOUR

The Company complies with the legislation on the minimum age for employment (Convention 138 of International Labour Organisation) and does not allow employment of minors under the age of 18.

MODERN SLAVERY, FORCED LABOUR AND HUMAN TRAFFICKING

Exploiting any person in modern slavery, any form of forced or compulsory labour and participation in human trafficking are prohibited.

PROTECTION OF WORKING PARENTS AND PERSONS WITH DISABILITIES

The Company protects and caters for working parents, mostly those with minor children, for people with disabilities or with serious chronic diseases, and aims to support them in maintaining their job and personal balance.

PROTECTION OF EMPLOYEES WHO ARE VICTIMS OF DOMESTIC VIOLENCE

The Company protects employees who are victims of domestic violence, aiming to support them in maintaining their job and smoothly re-assimilating following such an incident, especially when minor children or children with disabilities or serious health problems are also involved.

CORPORATE RESPONSIBILITY AND SOCIAL CONTRIBUTION

The Company acknowledges its influence on the communities in which it operates and is committed to collaborate with its stakeholders, accommodating their views in its operations. It advocates volunteering and employee collective endeavours. Lastly, it is in a constant discourse with local stakeholders on issues related to its local activities.

EMPLOYEE TRAINING

Employees are trained on this Policy, to be in a position to recognise discrimination, violence or harassment at work, provide their colleagues with the necessary support, and be aware of the reporting process. They are requested to declare full compliance with the Policy.

EFFECTIVE and REVISION DATES

The current Policy has been approved by the Board of Directors' Decision of 21.12.2022.