

Company - Branch: **EXERGIA ENERGY AND ENVIRONMENT CONSULTANTS S.A.**

Employer - Legal Representative Details

SURNAME: VLONDAKIS

NAME: GEORGIOS

FATHER'S NAME: MICHAEL

VAT number: **094327856**

D.O.Y: **KEFODE OF ATTICA**

ADDRESS: **VOUKOURESTIOU 15**

P.C.: **10671**

Certifies:

1. **EXERGIA ENERGY & ENVIRONMENT CONSULTANTS S.A.**, complies with all measures and obligations related to the implementation of articles 58-69, 507-508, 533 and 537 of Presidential Decree 62/2025 (A' 121) for the prevention and treatment of all forms of violence and harassment, including gender-based violence and harassment and sexual harassment.
2. The purpose of this policy is to create and consolidate an excellent working environment that respects, promotes and ensures human dignity and the right of every person to a world of work free of violence and harassment. **EXERGIA ENERGY & ENVIRONMENT CONSULTANTS S.A.**, declares that it recognizes and respects the right of every employee to a work environment free of violence and harassment and that it does not tolerate any such behavior, of any form *by* any person (zero tolerance policy).
3. This policy is adopted in accordance with article 62 of Presidential Decree 62/2025 (Government Gazette A' 121) and the regulatory legislation implementing them and covers the persons referred to in par. 1 of article 59 of Presidential Decree 62/2025 (Government Gazette A' 121) and its content is specified as follows:

## **ABOUT THE POLICY**

### **A. Preventing and combating violence and harassment at work**

a) ***an assessment of the risks of violence and harassment at work***, which has been added to the already existing Occupational Risk Assessment Study of the Company. According to it, exposure of an employee to a dangerous situation of violence and harassment at work can cause physical, psychological, sexual or economic harm, violation of the dignity of the person and the creation of an intimidating, hostile, humiliating, humiliating or aggressive environment. Also stress and decreased performance and productivity.

***(b) measures to prevent, control, limit and address these risks, as well as to monitor such occurrences or forms of behaviour:***

- Encouragement to maintain a working climate where respect for human dignity, cooperation and mutual aid are core values.
- Open communication with the employer and direct supervisors and colleagues.
- Report/Complaint Management Process
- Ensuring that employees have the necessary training/information to perform their duties, especially in workplaces that are more at risk for incidents of violence and harassment.
- Actions to raise employees' awareness of healthy behavior patterns (e.g. avoiding addictions), but also on issues related to vulnerable categories of employees.

- Guidance and support to victims of violence and harassment or victims of domestic violence to reintegrate into the workplace.
- Training of employees in the procedures for managing incidents of violence.

#### ***Committee for the Investigation of Issues***

##### ***c) Information and awareness-raising actions for staff:***

**EXERGIA ENERGY & ENVIRONMENT CONSULTANTS S.A.**, through the Personnel Department, organizes targeted staff meetings to discuss relevant issues and address potential risks in a timely manner. In addition, it encourages the participation of employee and management representatives in training programs and training seminars on the recognition and management of risks of violence and harassment at work.

***(d) information on the rights and obligations of the employees and the employer, as well as of the persons exercising the managerial right or representing the employer, to the extent and extent of their own responsibility, in the event of the occurrence or report or termination of such incidents, as well as on the relevant procedure.***

Through this Policy and KD40 Complaints and Disciplinary Sanctions Procedure which describes the Complaints and Disciplinary Sanctions Procedure, the company informs the staff that in the event that a person is affected by an incident of violence and harassment during access to employment, during the employment relationship or even if the contract or employment relationship in the context of which the incident is alleged to have occurred or the conduct has expired, has: a) the right to judicial protection, b) to appeal, submit a complaint and apply for a labor dispute to the Labor Inspectorate, within the framework of its legal responsibilities, c) to report to the Ombudsman, within the framework of his legal responsibilities, as well as d) to complain within the company in accordance with the complaint management policy. In any case, when a report arises or a complaint of such conduct within the company, the affected person reserves every right to appeal to any competent authority.

##### **Competent Telephone Numbers**

- SEPE - SOMA EPITHEORISIS ERGASIAS - DIEFTHYNSI KONIKONIKIS EPITHEORISIS ANATOLIKOS ATT-KIS ATHINON tel 2106667582
- TELEPHONE LINE FOR COMPLAINTS tel.1555
- OMBUDSMAN tel. 2131306600
- SERVICE OF DIRECT PSYCHOLOGICAL SUPPORT AND COUNSELING OF WOMEN VICTIMS OF GENDER-BASED VIOLENCE – SOS LINE tel. 15900.

***e) Designation of a reference person ("liaison") to guide and inform employees regarding the prevention and treatment of violence and harassment at work.*** Employees can raise concerns or raise issues through the secretariat, i.e. Ms. Elena Zacharioudaki, who is designated as the reference person ("liaison") for such incidents.

***(f) protection of employment and support of workers who are victims of domestic violence, as far as possible, by any appropriate means or reasonable accommodation.***

Indicative actions by **EXERGIA ENERGY AND ENVIRONMENT CONSULTANTS A.E.** They include the provision of special leave or flexible working arrangements at the request of the employee victim of domestic violence, in order to support him in maintaining work and in orderly reintegration or after

such incidents, especially in cases where there are minor children or children with disabilities or serious diseases.

### **B. Procedure for receiving and examining complaints**

The company **EXERGIA ENERGY CONSULTANTS AND ENVIRONMENT** complies with the Complaints and Disciplinary Sanctions Procedure set out in document KD40, and informs regarding the following:

- a) the *communication channels - competent persons* which are the Management Systems Department and the reference person is the secretary, Mr. Elena Zacharioudaki.
- b) the *investigation and examination of complaints with impartiality and protection of the confidentiality and personal data of the victims and the complainants. In any case, it is the obligation of the above persons to protect personal data collected in the exercise of the above duties.*
- c) the *prohibition of retaliation against the affected person*, in accordance with Article 66 of Presidential Decree 62/2025 (Government Gazette A' 321) and the provisions of labor legislation.
- (d) *a description of the consequences of a finding of infringements.*

When an employee or an employee in another relationship violates the prohibition of violence and harassment of Article 60 of Presidential Decree 62/20225, the employer takes the necessary appropriate and proportionate measures on a case-by-case basis against the complainant, in order to prevent and prevent a similar incident or behavior from being repeated. These measures include the recommendation of compliance, the change of position, working hours, place or manner of provision of work or the termination of the employment or cooperation relationship, without prejudice to the prohibition of abuse of rights under Article 281 of the Civil Code.

- e) the *cooperation and provision of any relevant information to the competent authorities, if requested.*

**EXERGIA ENERGY & ENVIRONMENT CONSULTANTS S.A.**, as well as any person responsible for receiving and managing such complaints at company level shall cooperate with any competent public, administrative or judicial authority, which, either ex officio or following a request by an affected person, within the framework of its competence, requests the provision of data or information and undertakes to provide assistance and access to the data (Article 61 of Presidential Decree 62/2025) (A' 121). To this end, any data they collect, in any form, are kept in a relevant file in compliance with the provisions of Law 4624/2019 (A' 137).

**Managing Director**

30/01/2026