

ETHICAL TRADE INITIATIVE POLICY (ETI)

GENERALLY

"TOSOH HELLAS" is committed to the protection and promotion of human rights, as defined in the UN Universal Declaration of Human Rights (UNDHR) and the International Labor Organization (ILO) Conventions. Therefore, it conducts its business activities based on Corporate Ethics principles and values and in compliance with current national and European legislative requirements.

With this Policy, the Company defines the framework and guarantees the continuous observance of the following principles of the ETI (Ethical Trading Initiative) code and the promotion of respect for human rights in its spheres of influence.

1. Employment is freely chosen

Exploitation of any person using any form of forced or involuntary employment is prohibited. In addition, employees are free to quit their jobs when they want to, after giving reasonable notice.

2. Freedom of association and the right to collective bargaining are respected

The right of employees to participate if they choose to, in the Company's Employees Union, without fear of reprisals or harassment, is respected, without any discrimination. In addition, the Company maintains an open attitude towards the activities of the Union and its organizational activities, while allowing the representatives of the employees to carry out their relevant duties in the workplace without any obstacles.

3. Working conditions are safe and hygienic

The Company strives to provide a safe and hygienic working environment in compliance with applicable laws and regulations at all times, constantly taking measures to prevent accidents and health damage during work.



The aim is to minimize, to the extent reasonably possible, the causes of risks related to the work environment. Therefore, all employees receive regular and recorded health and safety training, which is repeated for new or reassigned employees.

4. Child labour shall not be used

In none of the Company's areas of activity is child labor used or the employment of minors.

5. Living wages are Paid

The Company, complying with national and European legislation, pays wages and benefits that cover the national legal standards, the applicable sectoral collective labor agreements and/or the national general collective labor agreement, ensuring a decent standard of living. In addition, all employees receive written and comprehensible information about all the above amounts paid.

6. Working Hours are not excessive

Working hours do not exceed the limits set by the respective national legislation (extra working hour, overtime, days off, etc.). In case of extra working hour/overtime work, the Company pays the respective employee the corresponding increments to which he is entitled.

7. No Discrimination is practiced

There is no discrimination based on criteria such as race, color, religion, sex, age, physical ability, national origin, sexual orientation, political beliefs in matters indicatively such as recruitment, compensation, access in training, promotion, dismissal or retirement.

8. Regular employment is provided

Any type of work performed within the Company is based on a recognized employment relationship, which is documented and legalized by signing a corresponding contract with the employees, defining the respective rights and



obligations on both sides, pursuant to the provisions of the relevant national legislation.

9. No harsh or inhumane treatment is allowed

Acts that constitute physical abuse or discipline, or the threat of physical abuse, sexual or other harassment, as well as any form of verbal abuse and other forms of intimidation are strictly prohibited. Therefore, the Company has adopted a "**POLICY TO PREVENT AND COMBAT VIOLENCE AND HARASSMENT AT WORK**", regarding the elimination of all forms of violence and harassment in the workplace, including gender-based violence and harassment (including sexual).

NOTIFICATION & INCIDENT REPORTING

"**TOSOH HELLAS**" communicates this policy to all its employees, suppliers and partners, with the aim of understanding and accepting it as an integral part of their collaboration. In addition, all employees of the Company will receive the necessary information to ensure that they are fully aware of the content of this Policy

In this context, any employee, supplier or partner may report, namely or anonymously, incidents or acts of deviant behavior in relation to this, within the framework of the company's Whistleblowing Policy. The aforementioned Company policy describes in detail both the procedure for reporting illegal activity and the protection of the reporting party from retaliation.

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