

	Anti-Vilonce and Anti-Harassment Policy		E.02.08
	VERSION 1	DATE: 21/01/2025	QUALITY AWARD

CIRCET HELLAS' Anti-Violence and Harassment Policy aims to set out how the organization will ensure a safe and respectful working environment for all its employees, free from any form of violence and harassment, in full compliance with the relevant legal requirements and its obligations to its Customers, Staff, Suppliers & Partners, as well as society as a whole.

Our main objectives, to which the Management of CIRCET HELLAS is committed, are:

- Ensuring a working environment where the dignity and respect of each employee is protected and promoted, preventing any form of violence and harassment
- Continuous compliance with applicable legislation regarding violence and harassment in the workplace and ongoing training of our staff on their rights and obligations
- Continuous improvement of practices for preventing and addressing incidents of violence and harassment to ensure the well-being and productivity of the organization's employees.

To achieve the above objectives:

- The company's management has the necessary resources (staff, equipment, technology) to implement the policy and protect employees
- All company executives and employees are responsible for implementing the policy within their areas of responsibility, actively contributing to the prevention of violence and harassment

Responsibility and Transparency

The CEO is responsible for the overall operation of CIRCET HELLAS and determines the policy of CIRCET HELLAS. The Human Resources Manager is authorized to work with company executives to develop, improve and monitor the implementation of the anti-violence and anti-harassment policy and to propose the necessary changes after review and approval by the CEO.

The anti-violence and anti-harassment policy covers the following areas:

- Prevention and Awareness of Violence and Harassment
- Ensuring a Safe Working Environment with Respect for Everyone's Integrity
- Staff Training and Awareness
- Management of Incidents of Violence and Harassment
- Providing Support to Victims of Violence and Harassment

The Management of CIRCET HELLAS is committed to:

Ensuring that this policy is known and understood by all employees of the Company as well as by all interested parties (customers, suppliers, partners, etc.)



Anti-Vilonce and Anti-Harassment Policy

E.02.08

VERSION 1

DATE: 21/01/2025

QUALITY AWARD

To ensure strict compliance with this policy and to require its implementation by all Company employees.

Managing Director

Dimitrios Roussos