

1. Purpose

DOUKAS S.A. recognizes that respecting and protecting human rights is a fundamental principle of responsible business conduct and sustainable development. As a Greek family-owned company with more than 50 years of presence, we are committed to operating with integrity, responsibility and respect for our employees, partners, customers and society. This Policy is aligned with the Universal Declaration of Human Rights, the UN Guiding Principles on Business and Human Rights, the ILO Core Conventions, the UN Global Compact, the Charter of Fundamental Rights of the European Union, and applicable Greek and European legislation.

2. Scope

This Policy applies to all employees, management, business partners, suppliers, subcontractors and any third party associated with the Company's business activities. The Company encourages all partners to adopt similar principles.

3. Commitments

3.1 Respect for Human Dignity: We provide a workplace that promotes respect, dignity, equal treatment and safety.

3.2 Equal Opportunities & Non-Discrimination: No discrimination based on gender, age, nationality, race, religion, disability, sexual orientation, political beliefs, family status or any legally protected characteristic. Employment decisions are based solely on objective professional criteria.

3.3 No Child or Forced Labour: Zero tolerance for child labour, forced or compulsory labour, human trafficking and any form of worker exploitation.

3.4 Health & Safety: We comply with all occupational health and safety legislation and continuously improve working conditions through prevention and training.

3.5 Freedom of Expression & Association: We respect employees' rights to freedom of expression, association and collective bargaining in accordance with applicable law.

3.6 Personal Data Protection: Personal data is protected in accordance with the GDPR and applicable legislation.

3.7 Prevention of Harassment & Violence: Zero tolerance for violence, bullying, verbal or psychological abuse, sexual harassment or any other inappropriate workplace behaviour. Reports are handled confidentially.

3.7 Prevention of Harassment & Violence: Zero tolerance for violence, bullying, verbal or psychological abuse, sexual harassment or any other inappropriate workplace behaviour. Reports are handled confidentially.

4. Responsible Supply Chain

We seek to work with suppliers and partners who respect human rights and labour standards. We may assess partners regarding labour practices, health and safety, legal compliance and ESG principles.

5. Reporting Violations

Employees and partners are encouraged to report, in good faith and without fear of retaliation, any suspected human rights violations or non-compliance. All reports are handled confidentially, impartially and respectfully.

6. Governance & Monitoring

Management is responsible for implementing, periodically reviewing and updating this Policy in line with legal and regulatory developments. The Company is committed to continuous improvement in human rights and sustainable development practices.

7. Approval & Effectiveness

This Policy was approved by the Management of DOUKAS S.A. and entered into force on 1 January 2025. It is available to employees, business partners and other interested parties.