

Goldair Cargo Human rights & Child Protection Policy

In **Goldair Cargo S.A.** we acknowledge our share in society's sustainable development. We set as a priority to ensure the working conditions, labor relations and human rights relating to our operations. We are committed to respect the following principles on rights, health and safety of the employees and society in general. A list of actions is described below:

Social policy and human rights

- Compliance with the legislation: EU and national working legislation
- Freedom of association
- Formal written contracts
- Minimum wage as required by the law
- Working hours / Work-life balance
- Social benefits and Remuneration
- Freedom of association: trade union membership is not hindered
- Collective labor agreement: we participate and comply with negotiation conditions of collective labor agreements
- Forced labor: employees have the liberty to choose on their own, when to enter and leave their employment without penalty, as stated in their contract
- Pension: pension system for all staff members
- Holiday: fixed yearly paid holiday
- Health and safety issues (safe handling of dangerous equipment and hazardous substances)
- Training and career development
- Management of recruitment (the work process, task or environment is ergonomically optimized to mitigate painful or uncomfortable conditions)
- Child and Forced Labor (The business does not employ childrens (under the age of 16) to complete work of adults. There are special working hours and conditions for children, as stated in national legislation and UN convention of the Rights of the Child)
- Diversity Equity & Inclusion
- Health & Safety Risk Assessment
- Training of all relevant employees on health and safety risks and good working practices
- Mandatory health check up for all employees as per law requirements
- Granting of special remuneration / time off for overtime worked
- Actions to prevent discrimination during recruitment phase (No discriminations regarding recruitment, working conditions, access to training and senior positions in terms of gender, race, age, disability, ethnicity, religion, beliefs or sexual orientation). Policy in place as per law 4808/2021
- Actions to prevent discrimination in professional development and promotion processes
- Actions to prevent workplace harassment - As per law 4808/21
- Average hours of training provided per employee monitoring

The policy is signed by the General manager and distributed to all employees.

17 January 2023

Kallinikos Kallinikos
Vice President & Managing Director

