

ERMILIA OLIVES A.E.

| POLICY – PL 01 | | SOCIAL RESPONSIBILITY POLICY | | | |
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| Έκδοση : | ΥΠΔ | Αρ. Έκδοσης: | 1η | Ημ/νια Έκδοσης: | 03/02/2023 |
| Έγκριση: | Διευθύνων Σύμβουλος | Αναθεώρηση | | Ημ/νια Αναθεώρησης: | |

SOCIAL RESPONSIBILITY POLICY

In accordance with the International Labor Organization (ILO) Conventions, the United Nations Universal Declaration of Human Rights, the United Nations Convention on the Rights of the Child and the Elimination of All Forms of Discrimination against Women, the Global Compact of the United Nations and the OECD Guidelines for Multinational Enterprises the BSCI Code of conduct aims to comply with specific social and environmental standards. Companies must ensure that the code of conduct is also enforced by their suppliers who are involved in the final stages of product production. The following requirements are very important and are applied by ERMILIA OLIVES S.A.

The following applies to the framework:

1. Legal compliance

Implementation of all national laws, industry practice standards and ILO and UN treaties.

2. Free participation in unions and the right to collective bargaining

All staff have the right to form or join any association they wish and collective bargaining is respected. Employee representatives can have contacts with employees in the workplace. All of the above meet the requirements of ILO conditions 87, 98, 135 and 154.

3. Non-discrimination

Everyone will have the same rights to recruitment, education, promotion, remuneration and retirement regardless of gender, age, religion, race, social background, physical disability, body parts, nationality, sexual orientation or any other personal characteristic. All of the above meet the conditions of ILO conditions 100, 111, 143, 158 and 159.

4. Remuneration

Staff remuneration for working hours and overtime must comply with or exceed the legal threshold. Under no circumstances are unauthorized or disciplinary reductions in salaries made. The payroll of the staff is defined in detail and at predetermined regular intervals. All of the above meet the requirements of ILO 26 and 131.

5. Working hours

Staff working hours are in accordance with national law. The maximum permissible employment should in no case exceed 48 hours per week on a permanent basis and 12 hours per week in the form of overtime. Overtime is done voluntarily by the staff and is remunerated with additional remuneration. All staff have at least 1 day off per week. All of the above meet the requirements of ILO Conditions 1 and 14.

6. Hygiene and safety in the workplace

A set of procedures has been put in place to ensure health and safety in the workplace. Procedures include the use of personal protective equipment, the use of machinery and mechanical equipment bearing appropriate safety measures, the marking of hazardous areas on the company's premises, the cleanliness of locker rooms, toilets and staff dining areas, the provision of refrigerators for food storage as well as easy access of staff to drinking water. Practices and working conditions that violate

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human rights are prohibited. All of the above meet the conditions of ILO 155 and proposals 164 and 190. An administration representative has been appointed responsible for staff health and safety and in charge of implementing the health and safety parameters. All staff are trained at regular intervals in matters of hygiene and safety. The company maintains training records. In addition, every new employee or staff member who takes on new responsibilities is trained in health and safety issues. Detection systems to avoid and address potential hazards to staff health and safety must be installed.

7. Prohibition on child labor

Our company complies with the recommendations of the International Labor Organization (ILO), the United Nations (UN) and national law prohibits child labor. Of all these standards, the strictest apply. Any form of exploitation of minors is prohibited. Working conditions that refer to slavery or are dangerous for minors are prohibited. The rights of minors must be protected. In case there are minors working under the above conditions the company must install informed policies and processes to change the existing situation. In addition, the company must adequately support minors to attend school.

All of the above meet the terms of ILO 79, 138, 142, 182 and proposal 146.

8. Prohibition of forced labor and disciplinary measures

All forms of forced labor such as freezing money, freezing personal documents are prohibited as they constitute a violation of basic human rights. The use of physical violence, mental or physical coercion and verbal abuse are prohibited. All of the above meet the requirements of ILO 29 and 105.

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