



Human Rights Policy Statement – GKOUSKOS DIMITRIOS

Gkouskos Dimitrios respects the rights and wellbeing of everyone we impact through our activities. This includes our employees, contractors, customers, viewers, work partners, visitors to our sites and the communities around them.

Our Approach

At Gkouskos Dimitrios, we promote a culture of responsibility, with a foundation of ethical conduct and integrity. Human rights principles are fundamental rights and freedoms to which every individual is inalienably and equally entitled. While governments have the duty to protect the rights of citizens, we recognize human rights as a universal obligation to which we are all expected to uphold – and core to Gkouskos Dimitrios practices everywhere we operate.

The policy was first adopted in 2000 and applies to all employees, our products and services and our business relationships.

At Gkouskos Dimitrios, we are committed to improving and maintaining processes and systems, in order to avoid complicity in human rights violations related to our own products, services, supply chain and operations.

We regularly assess human rights potential impacts and related risks and review our management processes and policies. We are committed to being a responsible member of the communities in which we work and live.

We commit to

- **Workplace Safety:** Gkouskos Dimitrios is committed to providing a healthful and safe workplace environment for our employees, communities and business relationships. Gkouskos Dimitrios will keep providing a secure business environment for the protection of our employees, communities, business relationships, systems, services, equipment, products, information and materials.
- **Nondiscrimination and Diversity:** Gkouskos Dimitrios values diversity in our workplace environment, as well as in our suppliers, business partners, customers and others. Gkouskos Dimitrios is committed to not discriminate on the basis of sex, race, national origin, age, color, ancestry, religion, religious creed, age, sexual orientation, pregnancy, mental or physical disability, genetic information, medical condition, gender, gender identity, gender expression, marital status, military status, social status, or any other characteristic protected by ordinance, local law or regulations.
- **Harassment Prohibition:** Gkouskos Dimitrios employees are expected to treat customers, suppliers and co-workers with respect and dignity. Gkouskos Dimitrios is committed to providing a workplace free of sexual harassment as well as harassment based of factors such as: sex, race, national origin, age, color, ancestry, religion, religious creed, age, sexual orientation, pregnancy, mental or physical disability, genetic information, medical condition, gender, gender identity, gender expression, marital status, military status, social status, or any other characteristic protected by ordinance, local law or regulations.
- **Prevention of Forced Labor, Human Trafficking and Child Labor:** Gkouskos Dimitrios will not tolerate or use the use of forced, debt bonded, indentured labor, human trafficking,



involuntary prison labor or slavery in our business. Gkouskos Dimitrios forbids inhumane or harsh treatment. In addition, Gkouskos Dimitrios will not employ anyone under the age of 16 in any position, and workers under the age of 18 should not perform overtime, hazardous work or night shift work. Gkouskos Dimitrios expects its suppliers to comply with these expectations.

- **Freedom of Expression and Privacy:** Gkouskos Dimitrios is committed to the right of freedom and privacy of expression and acknowledges while protecting against unauthorized modification, access, destruction, use, or disclosure of personal data and information. Gkouskos Dimitrios takes seriously its role in establishing technologies which protect the security and privacy of individuals, by helping to minimize potential threats and ensure the protection of data.
- **Supplier Responsibility:** Gkouskos Dimitrios expects our suppliers to maintain progressive health and safety, employment, ethics, and environmental practices that exceed or meet all applicable relevant external codes and laws, such as the Human Rights Principles.
- **Minimum Wage Standards and Working Hours:** Gkouskos Dimitrios expects employee compensation to comply with applicable wage laws, including those related to overtime hours, minimum wages, and legally mandated benefits. In addition, working hours are not to exceed the maximum set by local law. Employees should not work longer than six consecutive days without at least one day off. Gkouskos Dimitrios expects its suppliers to acknowledge and comply with these expectations.

Summary

This Human Rights Policy is intended to summarily express Gkouskos Dimitrios' commitment to respect human rights on a worldwide basis. Additionally, these principles are reviewed at least once a year and updated whenever it is needed. Gkouskos Dimitrios is committed to continuously improve its performance including, the employees, suppliers, customers, and the communities in which we work and live.