



HUMAN RIGHTS POLICY

ATTICA DEPARTMENT STORES SINGLE MEMBER SA (attica), in the entire range of its business activities, follows standards of integrity and respect for human rights. Respect for human rights is fundamental to the sustainability and operation of our company and we are committed to ensuring that our people are treated with dignity and respect.

Our Human Rights Policy is governed by the international human rights principles embodied in the Universal Declaration of Human Rights, the International Labour Organization's Declaration on Fundamental Principles and Rights at Work, the UN Global Compact, and the UN Guiding Principles on Business.

Respect for Human Rights

Our company respects human rights. We are committed to identifying and preventing any human rights impact of actions that are contrary to human rights with respect to our business activities through human rights due diligence and proactive compliance procedures.

We value diversity

We value the diversity of our people and their contributions. We have a long-standing commitment to equal opportunities and do not accept discrimination and harassment. We ensure that we maintain workplaces where there is no discrimination or harassment on the basis of race, gender, colour, national or social origin, religion, age, disability, sexual preference, political opinion or any other status protected by applicable law. The basis for the process of recruitment, placement, training, remuneration and advancement in the company are professional qualifications, performance, skills and experience. Regardless of personal characteristics and social status, the Company does not tolerate offensive or inappropriate behaviour, unfair treatment or retaliation of any kind. Harassment is unacceptable in the workplace and in all circumstances related to work outside the workplace. These principles apply not only to employees of the company, but also to those who do business with us.

Freedom of association and collective bargaining

We respect the right of our employees to join or not join trade unions without fear of reprisals or harassment. We are committed to developing a constructive dialogue with our freely chosen employee representatives. We are committed to negotiating in good faith with these representatives.

Safe and healthy workplace

We provide a safe and healthy workplace in compliance with applicable laws, regulations and internal health and safety requirements. We focus on maintaining a productive workplace, minimising the risk of accidents, injuries and exposure to health hazards. We are committed to employees' interest in the continuous improvement of health and safety in the workplace, by ensuring, among other things, the identification of hazards and the remediation of health and safety issues.



Safety in the workplace

We are committed to maintaining a workplace free of violence, harassment, intimidation and other unsafe or disturbing conditions due to internal and external threats. Safety guarantees for employees are provided, as necessary, with respect for the privacy and dignity of workers.

Slavery, forced labour, human trafficking and child labour

We prohibit the exploitation of any person in slavery, the use of all forms of forced, bonded or compulsory labour and participation in trafficking in human beings, as well as the labour of minors.

Working hours, salaries and allowances

Our employee compensation is competitive with the industry and the local labour market. Our activities fully comply with current legislation on remuneration and working hours, overtime and allowances.

Guidance & employee reporting process

We are committed to creating workplaces where open and honest communication between all employees is valued and respected. Our policy is to comply with all labour and employment laws wherever we operate. If you believe that there is a conflict between this policy and the laws, customs and practices of the place where you work, if you have questions about this policy or would like to report a possible violation thereof, you can address these questions and concerns through the existing procedures, which are designed to maintain absolute confidentiality. You can ask questions or report possible violations to Management, Human Resources and Legal Department. The company is committed to investigating and addressing employees' concerns, and to taking remedial action in response to any breach.

* The Company reserves the right to modify this policy at any time.