

SA8000	Edition: 1st
Code: Policy	Valid From: 17/08/2023
Social Accountability Policy	Issue: E. Giourga, S.A. Manager.
	Approval: D.Nomikos, C.E.O



At **NIGICO** we value our people and our success depends on them. All our employees must work in a safe, positive and supportive environment with the highest ethical standards to support and safeguard their rights.

To ensure the well-being of our people, we follow the SA 8000 policy, which provides the principles we follow in our company processes. . The policy is based on the SA 8000 Standard, the principles and rules of international human rights regulations as reflected in the [International Charter of Human Rights](#) and the [ILO Declaration on Fundamental Principles and Rights at Work](#) .

We are committed to living up to the principles of this policy. **NIGICO** operates in accordance with the applicable legislation (national or international depending on which is legally binding).

1. Discrimination

All employees are recruited on the basis of their suitability for the requirements of the role and, after recruitment, are evaluated solely and fairly according to their performance in relation to the requirements of the role. No employee is treated differently because of national origin, citizenship, marital status, color, religious belief, sex, sexual orientation, age, disability, political preference, socioeconomic status, union membership, veteran status, and other characteristics or beliefs. All forms of discrimination and inequality are prohibited in recruitment, recruitment and employment. All employee rights are protected against bias and prejudice.

2. Forced and compulsory labor and child labour

We prohibit all forms of forced and compulsory labor, participation in human trafficking, and slavery or servitude. We prohibit child labor and no person is employed under the legal age under any circumstances (ILO Convention 138). We prohibit the employment of persons under the age of 18 for positions requiring hazardous forms of work, as provided for in ILO Convention 182 .

3. Freedom of association and collective bargaining

All workers have the right to join, form or not join a labor union or any other organization of their free choice for the representation of their collective interests. Through the representatives representatives we maintain a constructive dialogue with the staff and the Management. We are committed to dealing in good faith.

4. Fair Compensation

We pay our employees competitively based on role, equity, market practices and internal needs without any form of discrimination. We comply with all national laws on wages, overtime and working hours. We respect the right of staff to live on a decent wage.

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5. Health and safety

We are committed to providing our employees with a healthy and safe workplace. Where necessary, workers will be provided with safety equipment appropriate to the work being performed, such as uniforms, footwear and personal protective equipment. Employees should have access to changing rooms, showers as needed, clean toilets, potable water and food preparation and storage facilities, in accordance with local regulations. We prohibit any form of practice or threat of violence and harassment in the workplace and comply with applicable and relevant health and safety laws. We are dedicated to providing a productive workplace, minimizing the risk of accidents, injury and exposure to health hazards. All of us are responsible for following applicable company policy and government laws and regulations as well as fully committing to the requirements of ISO 45001 in our work activities.

6. Disciplinary practices:

We all treat staff with dignity and respect. We have zero tolerance for corporal punishment, mental or physical abuse of staff, cruel or inhumane treatment.

In the context of continuous improvement, the above performance criteria are achieved by:

- Systematic implementation of SA 8000 requirements.
- Defining and periodically reviewing goals and objectives for Corporate Responsibility.
- Raising the awareness of employees and stakeholders through their active participation.

At **NIGICO**, we are committed to always apply this policy. We try to ensure that communication channels are available at all times. Any concerns or issues employees wish to raise can be raised through their supervisors, the Corporate Responsibility Team or the Corporate Responsibility Management System Officer. They can also use the Channels from the company's website (<https://www.nigico.gr>) and the corresponding email ethics.code@nigico.gr.

In addition, for any issue or report regarding the Corporate Responsibility Policy, interested parties may contact the following organizations:

ACCREDITATION BODY

Social Accountability Accreditation Services (SAAS)

e-mail: saas@saasaccreditation.org

SOCIAL ACCOUNTABILITY INTERNATIONAL (SAI)

e-mail: info@sa-intl.org

CERTIFICATION BODY

TÜV AUSTRIA Hellas

e-mail: info@tuvaustriahellas.gr

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The management of the company is committed to actively participate in the implementation of the System and to provide resources at all levels (human - material - financing) that will contribute to continuous improvement.

The company reserves the right to update and modify this policy at any time.

The CEO
 17/08/2023
 D.NOMIKOS